



The Belvedere Academy

Equal Opportunities for Students Policy

This policy should be read in conjunction with other related policies including the Behaviour Management Policy, the Gender Equality Policy, the Race Equality Policy, the Inclusion/SEN Policy and the Disability Equality Scheme/Accessibility Statement.

1. Policy Statement

- 1.1 The Academy Trust Board (“ATB”) and The Belvedere Academy are committed to equal opportunities in education and will not unlawfully discriminate against any student at, or seeking admission to, The Belvedere Academy on the grounds of race, nationality, colour, ethnic or national origin, religion, belief or disability.
- 1.2 The Academy will work hard to ensure that whatever aptitude or level of ability, every one of our students is presented with a variety of educational and social opportunities to maximise their development.
- 1.3 The Academy recognises that direct and indirect discrimination might take place and therefore sees the need for a positive and effective equal opportunities policy. In particular, in implementing this policy the Academy will seek to:
 - Promote the concept of equality of opportunity throughout the student body through both curriculum provision and through the ethos and values demonstrated by the Academy;
 - Develop an understanding of, and promotion of, human equality and equal opportunities;
 - Promote good relations between members of different racial, cultural and religious groups and communities; and
 - Enable students to take responsibility for their behaviour and relationships with others.

2. Curriculum

- 2.1 All students will have equal access to all Academy curriculum programmes of study throughout each Key Stage, and non-compulsory courses, according to aptitude and ability.
- 2.2 All subjects will have equality of opportunity at their core and make explicit references within medium and long term learning plans to ensure full progression.
- 2.3 All subjects will have equality of opportunity at their core and make explicit references within schemes of work
- 2.4 Positive attitudes and awareness development for equality of opportunity will be specifically taught through the PHSCE and tutor programme. Academy rules and the Code of Conduct for students clearly and explicitly forbid the verbalisation or vocalisation of discrimination on the grounds of race, culture, religion, gender, sexuality and ability/disability.

3. Special Educational Needs

- 3.1 The Academy is committed to full educational inclusion (see Inclusion/SEN policy).

4. Religious Observance

- 4.1 The Academy is required to provide assemblies which bring together the whole community to reflect on moral, spiritual and ethical issues, and promote a sense of the existence of God or of a reality which transcends the purely material. There are provisions for students to be excused attendance.
- 4.2 Religious studies should be accessible to all students. However, students may be excused from all or part of the programme at the written request of parents.
- 4.3 The Academy will make appropriate arrangements to reflect the requirements of different religious faiths with regard to acceptable variations to uniform, catering arrangements and authorised absence for religious festivals falling during term time. These may include reasonable arrangements to allow for specific acts of religious observance in the Academy.

5. Disability and Access for the Disabled

- 5.1 The Academy will seek to deal with the individual needs of all students and prospective students with disabilities as far as reasonably practicable.
- 5.2 The Academy's policy in relation to access to building and the curriculum is set out in the Disability Equality Scheme / Accessibility Statement.

6. Responsibilities

- 6.1 The ATB will monitor and review the working of the policy and procedures by allocation of duties to senior Academy staff and to the LGB (or its Committees).
- 6.2 The Principal has responsibility for the equal opportunities policies, and may delegate responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, students and parents.
- 6.3 The Principal will also present general reports, statistics and incident reports to the Local Governing Body and its committees as agreed.
- 6.4 The Vice Principal will be allocated responsibility for ensuring equal opportunities in the curriculum.
- 6.5 All students and staff are responsible for following this policy and reporting incidents of unequal treatment to the appropriate senior member of staff.
- 6.6 Equal opportunities concern everyone and every member of the Academy community has an obligation to promote equality in every sphere of Academy life.

7. Policy Monitoring

- 7.1 Annual analyses of attainment, behaviour and other student data will be undertaken by ethnic background and ability.

8. Review

- 8.1 This policy will be reviewed when there are changes in the law, or in accordance with the schedule drawn up by the Principal and agreed by the ATB.

Last Revised and Modified: March 2015