

BEAUFORT CO-OPERATIVE ACADEMY

Equal Opportunities Policy

2017 - 2019



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Adopted: September 2017

Date of Review: November 2019

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Background and rationale

The Governors, Principal and staff of Beaufort Co-operative Academy are committed to policies, procedures and practices which do not discriminate unfairly or unlawfully. Beaufort Co-operative Academy adheres to the principles of the Equality Act 2010 and does not discriminate on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnerships and pregnancy. We believe that equality of opportunity is an integral part of the curriculum we provide, the standards we expect and the attitudes to life we encourage.

Principles

We will do our utmost to:-

- emphasise the equal importance of all groups, cultures and races
- promote respect for differing cultures, religions and different ways of life, eg sexual orientation
- provide students with an opportunity to experience, understand and celebrate diversity through the curriculum and ethos of the school
- provide classroom strategies and teaching resources tailored to eliminate bias
- ensure equal access to and opportunities to use facilities
- provide a curriculum that promotes equality
- ensure anti-discrimination where choice can be made, for example, admissions, options, selection, recruitment and promotion
- eliminate discrimination and promote equality of opportunity and good relations between all members of our community
- not tolerate harassment of any kind
- support victims of intolerance, explaining to all involved what is unacceptable
- raise staff and student awareness and understanding of equality of opportunity
- identify and remove barriers impeding the progress of learners, both students and staff, with the aim of enabling all our community to realise their full potential regardless of individual differences
- ensure that the Governing Body reflects these principles in its own practices and procedures
- ensure that all staff follow school procedures to support equality.

Beaufort Co-operative Academy will endeavour to offer a wide range of curricular and extra-curricular activities which foster students' spiritual, moral, social and cultural development and understanding. Where curriculum choice exists, every effort will be made to ensure that there will be equal opportunity of access.

Beaufort Co-operative Academy will evaluate the effectiveness of this policy and its implementation annually with respect to the attainment, welfare and discipline of different groups of students and to the recruitment and promotion of staff. The Academy will continue to adhere to the Gloucestershire County Council Admissions Code and to publish a Post 16 Admissions Policy which adheres to County and National guidelines.