



The Albion Academy
Equal Opportunities for Students

2016/2017

The Albion Academy is committed to providing all students with equal access to learning opportunities within an environment free from prejudice and negative stereotyping.

1. Aims and Objectives

The desired outcomes of this policy is to ensure that, as far as is reasonably practicable and within the available resources.

- guidance is given on subject choices and careers so as to encourage students to consider non-stereotypical opportunities;
- effective induction arrangements and home-school links are put in place;
- interpretation and translation services are used appropriately;
- links are developed with local communities and their leaders;
- there is effective liaison with other local service providers;
- there is a positive affirmation of cultural and linguistic diversity;
- appropriate arrangements exist to support the spiritual, moral, social and cultural education of all students;
- appropriate arrangements exist to support the education of individuals who experience long-term absence as a result of cultural demands.

1. Roles and Responsibilities

The Principal, together with the LGB, has overall responsibility for ensuring that this policy is implemented and that training is provided for staff in order that the policy is effective.

The Principal is responsible for the systematic monitoring and review of the procedures put in place to implement this policy.

Senior Leaders are responsible for ensuring that appropriate arrangements are put in place to monitor and record the progress and performance of potentially disadvantaged students. This should include:

- a) Identifying, investigating and addressing any parents with respect to academic performance, attendance, rewards and sanctions.
- b) Ensuring that there are effective procedures for reporting and responding to any incidents of harassment or bullying.

Senior Leaders are responsible for recording incidents that breach this policy and archiving these for 10 years.

Teachers are responsible for ensuring that as far as possible:

- a) Teaching methodology and classroom management includes and engages all students.
- b) Stereotypes and stereotypical activities are effectively challenged.
- c) Cultural bias is avoided.

3. Sanctions

3.1 Sanctions may be exercised against any form of discrimination by any person within the Academy in accordance with the Academy HR Policies.