



EQUAL OPPORTUNITIES POLICY

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EQUAL OPPORTUNITIES POLICY

The Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It has consolidated this legislation to provide a single source of discrimination law. At Crofton Academy we recognise the duties outlined in this legislation and these are reflected in both our policy and our practice.

Rationale

1. Every member of Crofton Academy has the right to be considered and treated equally irrespective of gender, culture, ability, religion, race, colour, social background, age, disability, sexuality and professional or marital status.
2. The principal aim of education is to develop individual potential to the full. This can only be achieved if there is equality of opportunity for all within the school.
3. Inequalities of opportunity needs to be addressed to guarantee that individuals can share the full range of educational experiences to which they are entitled.

Purposes

1. To ensure that no member of Crofton Academy is discriminated against because of gender, culture, intellectual ability, religion, ethnic origin, colour, social background, age, disability, sexuality or professional or marital status
2. To ensure that all students can participate in the full range of educational experiences to which they are entitled
3. To recognise, acknowledge and respect diversity in cultural or linguistic heritage

Guidelines

1. The issue of equal opportunity will be addressed in all schemes of work and pastoral guidelines used in the school
2. The curriculum and subject organisation will not stereotype students and will not allow them to stereotype themselves
3. The issue of equal opportunity will be taken into account when planning the social organisation of students e.g. in tutor and teaching groups
4. A regular audit of the school's curriculum and practice will take place to monitor whether equality of opportunity is achieved
5. Equal Opportunity is a cross phase issue and discussions will take place periodically with associate institutions in other phases to develop a consistent philosophy and approach

6. Crofton Academy will seek to discover and use the teaching methods which are most effective in promoting equality and generating positive self images
7. Equal Opportunities will be available to all staff to enable them to develop their full potential within their careers
8. A Racial Equality Policy is also in place and should be considered in relation to this policy

Conclusion

Equality of opportunity is at the core of all good educational practice.