



**Lumen Academy**

Embrace Educate Empower

## Equal Opportunities Policy

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**Policy Date: August 2024**

**Review Date: August 2025**

## Document History

Version	Status		Date	Author	Summary Changes
V1			Aug 24	M Sethi	

## 1 Policy Statement

1.1 Lumen Academy Ltd is committed to the need both to eliminate discriminatory behaviour and to promote equality for students, staff and others using academy facilities. The Equality Act 2010 defines unlawful behaviour as direct discrimination, indirect discrimination; harassment and victimisation of people on the grounds of protected characteristics – disability; age; race (including colour, nationality ethnic or national origin); religion and belief; sex, sexual orientation; marriage and civil partnership; pregnancy and maternity; gender reassignment.

1.2 The academy is committed to giving all students every opportunity to achieve the highest standards by:

- taking account of their varied experiences and needs
- offering a broad and balanced curriculum
- having high expectations of all students

1.3 The academy complies with current legislation concerning unlawful discrimination and promoting best practice in equality of treatment. This policy accords with the Equality Act 2010 via guidance provided by the Department for Education in 'The Equality Act 2010 and Schools' (May 2014).

1.4 This policy should be read in conjunction with the following academy policies:

- Anti-Bullying Policy
- Behaviour and Discipline Policy
- Child Protection Policy
- Curriculum Policy
- Disability Equality Scheme and Accessibility Plan
- Sex and Relationships Education Policy
- Special Educational Needs Policy
- Supporting Students with Medical Needs Policy
- Trips and Educational Visits Policy

## 2 Aims and Objectives

2.1 The Director/Principal is committed to a policy of equality and aims to ensure that no employee, job applicant, student or other member of the academy community is treated less favourably on grounds of disability; age; race (including colour, nationality ethnic or national origin); religion and belief; sex, sexual orientation, marriage and civil partnership; pregnancy and maternity; gender reassignment.

2.2 All members of the academy community, including visitors, are responsible for promoting the academy's Equal Opportunities Policy and are obliged to respect it and act in accordance with the policy.

2.3 The academy promotes the principles of fairness and justice for all through the education that it provides in the academy.

2.4 The academy seeks to ensure that, wherever possible, all students have equal access to the full range of educational opportunities provided by the academy.

2.5 The academy strives to constantly identify and remove any forms of indirect discrimination that may form barriers to learning for some groups by regularly assessing the impact of its policies, practices and guidelines.

2.6 The academy ensures that recruitment, employment, promotion and development opportunities are open to all.

2.7 The academy challenges personal prejudice and stereotypical views whenever they occur. The academy is aware that prejudice and stereotyping can be caused by misconception and by ignorance. Through positive educational experiences, and support for each individual's point of view, the academy aims to promote positive social attitudes and respect for all.

2.8 The academy values each person's worth, celebrating both people's individuality and the cultural diversity of the academy community, and shows respect for everyone.

2.9 The academy and its staff strive to be proactive in tackling prejudice and unlawful behaviour.

2.10 All employees have a specific responsibility to operate within the boundaries of this policy. Any employee found to have breached this policy will be dealt with as a possible case of misconduct or gross misconduct under our disciplinary policy. Further, employees are warned that, under the Equality Act 2010, an individual can be held personally liable for his/her own acts of discrimination towards others, or where he/she knowingly helps another to commit an act of discrimination.

2.11 The academy seeks to ensure that the students and staff contribute towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals.

### **3 Equal Opportunities in Recruitment**

3.1 Lumen Academy Ltd is committed to following the Safer Recruitment statutory guidance provided by Department for Education in 'Keeping Children Safe in Education' (September 2021).

3.2 Recruitment and selection procedures and practices are regularly reviewed to ensure that no group is put at a disadvantage either directly or indirectly.

3.3 In accordance with the spirit of this policy statement, employees are given an equal opportunity for career progression within the organisation.

3.4 The aim of this policy is to ensure that no job applicant or employee is discriminated against on the grounds of gender, race, , disability, sexual orientation, religion or belief or age, or is disadvantaged by conditions or requirements which cannot be shown to be justified.

## **4 Equal Opportunities in the Curriculum**

4.1 Every student has an equal entitlement to the National Curriculum and, subject to entry requirements, to all other areas of the curriculum, regardless of language, gender, race, disability, sexual orientation, religion or belief or age.

4.2 Students should have equal access to curriculum on offer that will prepare them well for life beyond academy/school regardless of academic ability. Consequently, this policy should be read in conjunction with the Special Educational Needs Policy.

4.3 Staff will actively encourage the breaking down of any traditional gender stereotyping regarding subject choices when advising on our courses on offer.

4.4 The academy will monitor any careers advice or work experience placements provided by outside agencies with the aim of ensuring equal opportunities.

4.5 All forms of individual and subject support, guidance, amenities and facilities, including extracurricular activities, will be equally available to students of both sexes.

4.6 Behaviour expectations and disciplinary sanctions will be free of any gender, sexual orientation, race or culture bias, religion and belief.

4.7 Teachers will assess all materials and resources used for teaching and take appropriate action whenever possible to ensure that they reflect concepts, themes and information which seeks to eliminate prejudice, and any other form of discrimination. Teachers should try to ensure that all students feel that their language and culture is both acknowledged and valued.

4.8 The academy actively encourages an ethos in which all students feel secure and valued.

## **5 Race / Ethnicity**

5.1 The academy will:

- strive to eliminate all forms of racism (including against colour, nationality, ethnic or national origin) and racial discrimination

- promote equality of opportunity
- promote good relations between people of different racial and ethnic groups

5.2 The academy will not tolerate any form of racism or racist behaviour. Should a racist incident occur, it will be dealt with in accordance with academy procedures and logged accordingly.

5.3 The academy endeavours to be welcoming to all minority groups. The celebration and understanding of cultural diversity are promoted through the topics studied by the students and is reflected in displays, resources and events.

5.4 Cultural diversity and respect for others are celebrated and reflected across our curriculum offer. The curriculum will enhance students' understanding of UK and world society and history, including the contributions of minority ethnic groups and key individuals within those groups.

5.5 The academy will give students the understanding they need to recognise prejudice and reject racial discrimination.

5.6 As part of the curriculum on offer, the academy will ensure fundamental British values are promoted; giving students clear understanding of democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.

## **6 Gender / Sex**

6.1 The academy will constantly examine its curriculum, procedures and materials for gender bias, inequality or stereotyping.

6.2 The academy will encourage students to be aware of the rigid gender stereotypes presented by, for example, the media and will try to ensure that resources include books and other learning materials which value the achievements of both women and men.

6.3 The academy is committed to providing a curriculum which avoids unnecessary historical gender divisions.

6.4 The academy tries to ensure that:

- teachers allocate their time fairly between the sexes
- all students have opportunities to work with students of both sexes
- the traditional gender stereotypes are broken down
- students have opportunities to examine their own pre-conceived ideas of gender roles
- students are given the opportunity to pursue less conventional subjects and interests; for example, girls to read more non-fiction and boys more fiction.

## **7 Disability**

7.1 There is a general requirement in The Equality Act 2010 to make reasonable adjustments for those with disabilities. The academy is committed to meeting the needs of both staff and students with disabilities and will make reasonable adjustments to arrangements or practices to alleviate disadvantage. All reasonable steps will also be taken to ensure that students with disabilities are not placed at any disadvantage compared to students without disabilities in terms of access to student information and the academy curriculum.

7.2 The academy will seek to provide an environment that allows students with disabilities full access (where reasonably practicable) to all areas of learning and opportunities afforded to all other students at the academy, including educational visits.

7.3 Teachers will modify teaching and learning as appropriate for students with disabilities. For example, they may give additional time to complete certain activities or modify teaching materials or offer alternative activities where students are unable to manipulate tools or equipment.

## **8 Religion / Belief**

8.1 The academy respects the religious beliefs and practices of all staff, students, parents and visitors and will comply with all reasonable requests relating to religious observance and practice. This includes respect for lack of religion or belief, as in atheism.

## **9 Sexual Orientation**

9.1 The academy will make no assumption about the sexual orientation of any of the members of its community.

9.2. In the curriculum, sexuality is taught within the context of loving relationships. Students' questions will be answered as they arise, honestly, factually and non-judgementally.

9.3. The academy will promote students' understanding and awareness of issues related to sexuality and sexual diversity. Through the curriculum and wider opportunities for students, sexual diversity will be celebrated and students will develop respect and tolerance.

9.4. The academy will not tolerate any form of homophobia or homophobic behaviour. Should a homophobic incident occur, it will be dealt with in accordance with school procedures and logged accordingly.

## **10 Age**

10.1 The academy will put procedures in place to ensure that no-one is denied a job, an equal chance of training or promotion, or suffers from discrimination, harassment or victimisation because of their age.

## **11 Due Regard**

11.1 'Due regard' will be given to equality considerations whenever significant decisions are being made or policies developed.

## **12 Training and Development**

The academy will seek to:

12.1 Enhance and develop the skills, knowledge and abilities of existing employees to realise their full potential, irrespective of background or employment status.

12.2 Provide equal access to training and development opportunities for all staff, including part time, on the basis of their assessed training needs.

12.3 Promote greater awareness of equal opportunities and the contribution that students, staff, Director and parents can make.

12.4 Provide training to staff on equal opportunities to promote understanding of equalities legislation and the academy's and their responsibilities.

## **13 The Role of Director/Principal**

13.1 In this policy statement the Director/Principal has set out its commitment to equal opportunities and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally.

13.2 The Director/Principal will ensure that no-one is unlawfully discriminated against whilst in the academy on account of their race, gender, religion or belief, disability, age or sexual orientation.

13.3 The Director/Principal will monitor the implementation of this policy on a regular basis through information provided by the Senior leadership Team. The policy will be reviewed every year.

13.4 The Director/Principal will ensure that the academy's policy on equal opportunities is implemented.



13.5 The Director/Principal will ensure that all staff are aware of the academy's policy on equal opportunities and that these guidelines are applied fairly in all situations.

13.6 The Director/Principal will ensure that all appointments panels give due regard to this policy so that no one suffers discrimination.

13.7 The Director/Principal will promote the principles of equal opportunity when developing the curriculum and in providing opportunities for training.

13.8 The Director/Principal will promote respect for other people in all aspects of school life; in whole school meetings, for example, respect for other people will be a regular theme and it will also be in displays around the academy.

13.9 The Director/Principal will view all incidents of potentially discriminatory treatment with due concern.

## **14 The Role of Teachers and Support Staff**

14.1 Staff will aim to ensure that all students, parents and their colleagues are treated fairly and with respect. The academy will not discriminate against any child/young person, parent, member of staff or visitor and will actively seek to identify and remove indirect discrimination. Ignorance of what constitutes discrimination is not a defence.

14.2 When selecting classroom materials, teachers will strive to provide resources which promote positive images and which challenge stereotypes of minority groups.

14.3 When designing schemes of work, teachers will pay cognisance to this Equal Opportunities Policy, both in the choice of topics to study and in how to approach sensitive issues.

14.3 All teachers and support staff will challenge any incidents of prejudice or discrimination, and draw them to the attention of a member of the Senior Leadership Team.

## **15 The Role of Students**

15.1 Students will be made aware of the policy and draw any incidents of prejudice or discrimination to the attention of a member of staff.

15.2 Students will be encouraged to show respect, tolerance and understanding towards others and expected to demonstrate these important values in their interactions with others.

## **16 The Role of Parents**

16.1 Parents will be made aware of the policy through the academy website and are expected to encourage their children to do as outlined in 15.2 and will draw any incidents of prejudice or discrimination to the attention of a member of staff.

## **17 The Role of Visitors / Contractors / Third Party Employees**

17.1 All visitors and contractors are required to adhere to the Equal Opportunities Policy.

## **18 Complaints**

18.1 Any complaints concerning equality opportunities should be addressed, as appropriate, through the academy's complaints or grievance procedures.

## **19 Monitoring / Review**

19.1 The Director/Principal is responsible for monitoring the effectiveness of this policy. The Director/Principal will:

- monitor the progress of students from minority groups, comparing it to the progress made by other students in the academy;
- monitor the staff appointment process so that no-one applying for a post at the school is discriminated against;
- take into serious consideration any complaints from students, parents, staff or visitors regarding equal opportunity;
- monitor the academy's Behaviour Policy, and the numbers of suspensions, to make sure that students from minority groups are not unfairly treated.

Reviewed By:

Monika Sethi

August 2024

Next Review Date:

August 2025

Approved by Director:

19<sup>th</sup> August 2024

Signed:

A handwritten signature in black ink, appearing to be 'Monika Sethi', written in a cursive style.

Monika Sethi  
Principal and Director