



CAPA College

Equal Opportunities Policy – Staff

V2 Approved by Governors: 26th February 2021
Date for Review: February 2024

1 Statement of Principles

- 1.1 The Enhance Academy Trust **(the Trust)** is positively committed to a policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the Trust community is treated less favourably on grounds of gender, ethnicity, religion, age, disability or background.
- 1.2 This policy accords with legislation:
- i. Race Relations (Amendment) Act 2000;
 - ii. Disability Discrimination (Amendment) Acts 2002 and 2005;
 - iii. Sex Discrimination Act 1975

This policy is linked to the Race Equality Policy, the Disability Equality Policy and the Special Education Needs Policy.

- 1.3 The Trust is committed to challenging any form of prejudice or discrimination. We strive to be a Trust in which all members, employees and students are proud of and to which they are committed, where everybody has the opportunity to contribute, develop and advance based on merit.
- 1.4 As part of the Trust, CAPA College is responsible in applying the principles of the Equal Opportunities Policy. Equality of opportunity cannot be realised without the involvement and commitment of all members of the College community and a common understanding of the pivotal role of Equal Opportunities in the context of the College's ethos and values. In particular the recognition that the role of all staff is crucial in the delivery of the objectives of the policy.
- 1.5 As part of the Trust, CAPA College is responsible for promoting this Equal Opportunities Policy and are obliged to respect and act in accordance with the Policy.

2 Aims and Objectives

- 2.1 We do not discriminate against anyone on any grounds.
- 2.2 CAPA College promotes the principles of fairness and justice for all through the education and support provided.
- 2.3 CAPA College ensures that all pupils have equal access to the full range of educational opportunities provided.



- 2.4 CAPA College strives to remove any form of indirect discrimination that could be a barrier to learning.
- 2.5 CAPA College ensures that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 2.6 CAPA College challenges stereotyping and prejudice whenever it occurs.
- 2.7 CAPA College celebrates the cultural diversity of its community and shows respect for all minority groups.
- 2.8 We are aware that prejudice and stereotyping can be caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, our academies / colleges aim to promote positive social attitudes and respect for all.

3 The Role of Governors

- 3.1 Our local governing body has set out their commitment to equal opportunities in this policy statement, and they will continue to do all they can to ensure that all members of the college community are treated fairly and with equity.
- 3.2 Our local governing body seeks to ensure that all recruitment and employment processes within the college is fair to all.
- 3.3 Our local governing body takes all reasonable steps to ensure that the college environment gives access to people with disabilities.
- 3.4 Our local governing body welcomes all applications to join the college, whatever the background or disability of the applicant.

4 The Role of the Principal

- 4.1 It is the role of our Principal to implement the Equal Opportunities Policy, Race Equality Policy and Disability Equality Policy and they are supported by their local governing body in doing so.
- 4.2 It is the role of our Principal to ensure that all staff within CAPA College are aware of the college policy on equal opportunities and that teachers apply these guidelines fairly in all situations.
- 4.3 Our Principal ensures that all appointment panels give due regard to this policy and the Recruitment and Selection Policy within CAPA College so that no one is discriminated against when it comes to employment or training opportunities.



- 4.4 Our Principal promotes the principle of equal opportunity when developing the curriculum and promote respect for other people in all aspects of college life, for example, in assemblies, where respect for other people is a regular theme.
- 4.5 Our Principal treats all incidents of unfair treatment and any racist incidents with due seriousness.

5 **The Role of the Class Teacher**

- 5.1 The class teacher ensures that all students are treated fairly, equally and with respect. We do not knowingly discriminate against any student.
- 5.2 When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges all stereotypical images.
- 5.3 When designing schemes of work this policy is used a guide, both in choice of topics to study, and approach to sensitive issues.
- 5.4 All our teachers challenge any incidents of prejudice or racism. A record of all incidents is kept in the college logbook which is kept in the Principal's office. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

6 **Monitoring and Review**

- 6.1 It is the responsibility of each local governing body to monitor the effectiveness of this Equal Opportunities policy. The governing body does this by:
 - i. monitoring the progress of students of minority groups and comparing it to the progress made by other students in the college;
 - ii. monitoring the staff appointment process, so that no-one applying for a post within the college is discriminated against;
 - iii. requiring the Principal to report to governors on a termly basis on the effectiveness of this policy;
 - iv. taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or students;
 - v. monitoring the college behaviour and exclusions policy, so those students from minority groups are not unfairly treated.
- 6.2 It is the responsibility of Enhance Academy Trust to review this policy in line with legislative and statutory requirements.

