



MacIntyre Academies Discovery Academy

Equality Policy

Adopted by Trust Board: July 2015
Reviewed by LAB: September 2017
Next review: July 2019

Equality Policy

Following the Equality Act 2010, a basic framework has been established in law as a means of protection against indirect and direct discrimination, harassment and victimisation, access to services, premises, education, associations and transport - on any of the nine protected characteristics. These characteristics are defined in the act as Race, Disability, Sex, Religion or belief, Sexual orientation, Age, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity.

The Discovery Academy will keep the access needs of the school under review and plan for improvements for our students within the following strands:

1. The curriculum
2. The physical environment
3. The delivery of information

The Trustees, Local Advisory Board and staff of Discovery Academy are totally committed to equal opportunity as defined above for all children/young people, staff and parents/carers. We believe that the diversity of our school community is a great asset.

The school building complies with all regulations and is physically accessible to all. Furniture, fixtures & fittings in the academy are appropriate to the needs of the learners, and altered if necessary. Any future developments on the school site will be constructed and developed with accessibility in mind.

Discovery Academy offers a broad and balanced curriculum, to ensure that the physical environment is accessible and that written information is available to all parents/carers. The majority of our students have an Autistic Spectrum Condition (ASC) and / or Social Emotional and Mental Health needs and hence the delivery and sharing of information will take account of these needs.

The Academy acknowledges that the society within which we live is enriched by ethnic diversity, culture, faith, age, disability and the life choices of its citizens.

- MacIntyre Academies' commitment to equal opportunities is expressed throughout its policies, in materials for job applications and in staff job descriptions. As an employer, MacIntyre Academies has a commitment to equality encompassing direct and indirect discrimination and will make every effort to be proactive in its approach on behalf of the academy community.
- All systems and policies are designed to ensure that there is no bias against any minority group and if any bias is discovered we have a commitment to redressing it. It is our intention that everyone is treated equitably and with respect and we regularly examine procedures and practices to ensure that they are working.
- Discovery Academy will provide a safe and secure environment for all staff and students and will take action against all forms of discrimination and harassment. Harassment of staff or students, whether physical or verbal, by members of the public or colleagues is unacceptable.
- The curriculum is developed to ensure a high level of accessibility for all learners, and positive opportunities for individualisation of curriculum delivery adapted to current cohorts of learners. This includes: An audit of the curriculum, re-write/amend schemes of work to ensure equal opportunities offered to all children/young people. Review

curriculum delivery - student groupings / timetabling to ensure equal access for all children/young people.

- Ensure information provided to children/young people and parents is in their preferred format e.g. Symbols, into other languages.
- Complaints will be dealt with promptly and will be monitored against all areas covered by legislation. We aim for openness and transparency. The process will be monitored against all areas covered by legislation. We will encourage the use of external agencies to support the complaints procedure where required.