



MacIntyre Academies Discovery Academy

Equality Policy

Version:	Changes/Updates		Responsibility:	Date:
	Section /Page	Change		
V3		Check that all is still accurate and being put into practice. Dates updated	Principal	Feb 2020
V4	Pg 2 Pg 3	Annual review of policy Headings added Other policies section added	Executive Principal	June 2023

Person Responsible: Principal
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Date of next review: June 2025

Equality Policy

Objective

The purpose of this policy is to set out Discovery Academy's commitment to equal opportunities and avoiding unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and dismissal, performance and selection for redundancy. Discovery Academy is proud to be a fully inclusive school where everyone is welcome and encouraged to be the best that they can be. We are committed to promoting equality and diversity for all our pupils, staff, parents/carers and visitors. We expect all members of our community to share this commitment.

This includes upholding our obligations under the Equality Act 2010, a basic framework that 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. The protected characteristics are defined as:

- Race
- Disability
- Sex
- Religion and Belief
- Sexual Orientation
- Age
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity

Discovery Academy further fulfils its duty to the Public Sector Equality Duty having due regard in the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics

Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

Policy Statement

Discovery Academy will keep the access needs of the Academy under review and plan for improvements for pupils within the following strands:

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

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

The Academy building complies with all regulations and is physically accessible to all. Furniture, fixtures and fittings in the academy are appropriate to the needs of the pupils, staff, parents/carers, visitors and altered is necessary. Any future developments on the Academy 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. All our pupils have a diagnosis of social, emotional and mental health needs and/or an autistic spectrum condition and hence the delivery and sharing of the curriculum 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 Trust commitment to equal opportunities is expressed throughout its policies, in materials for job applications and in staff job descriptions. As an employer, MacIntyre Academies Trust 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 addressing 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 pupils and will take action against all forms of discrimination and harassment. Harassment of staff or pupils, whether physical or verbal, by anyone 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 pupils
 - A review of curriculum delivery – pupil groupings and timetabling to ensure equal access for all pupils
- Ensure information provided to pupils and parents/carers is in their preferred format e.g. symbols, translations etc
- Complaints will be dealt with promptly and will be monitored against all areas covered by legislation. We will encourage the use of external agencies to support the complaints procedure where required.

Linked Policies

- MacIntyre Academies Trust (MAT) Equality and Diversity Policy
- MAT Equality Objectives