



The Sutton Academy

Equal Opportunities Policy

Status	Statutory
Responsible Trustees' Committee	Trust Board
Date first approved by TB	15/10/2019
Responsible Person	Mr P Willerton
To Review Date	October 2021
Last Amended Date	October 2019

The Sutton Academy aims:

- To provide an appropriate learning experience for all students regardless of their colour, origin, culture, gender, religion or belief, age or ability, sexual orientation
- To treat all staff equally in employment matters according to the law
- To educate all students and staff against any form of prejudice or negative stereotyping.

1. Education

Policy Statement

The Sutton Academy is committed to equal opportunities in education and will not unlawfully discriminate against any student who is at, or applying to, the academy on grounds of race, gender, nationality, colour, ethnic or national origin, religion, belief or disability.

This policy embraces the following areas:

(a) Admissions

A copy of the admissions policy is available from the academy or on the website.

(b) The Curriculum

The Sutton Academy aims to provide a broad and balanced curriculum for all students. The academy will take all reasonable measures to ensure that all students will have equal access to this curriculum. Where appropriate and practicable, curricular arrangements may be adjusted to reflect students' individual needs.

(c) Special educational needs

The Sutton Academy is committed to supporting all students, whatever their individual circumstances, difficulties or needs, and to ensure that full access to the curriculum is extended to all. The academy will work with parents/carers and any other professionals also working with the student to ensure the best possible education experience for the student.

(d) Religious observance

The Sutton Academy's policy is that religious studies should be accessible to all students. However, students may be excused from all or part of the programme at the written request of parents.

(e) Disability and access for the disabled

The Sutton Academy will seek to deal with the individual needs of all students and prospective students with disabilities as far as reasonably practicable.

Statutory requirements regarding access for the disabled to new buildings are met.

Where students have physical and/or learning disabilities, the academy will ensure that

- Reasonable and practical arrangements are made to ensure that disabled students can gain access to the curriculum
- The academy works effectively with local services and agencies to provide appropriate and coherent support.

(f) Pregnancy

The Sutton Academy will seek to support students who are pregnant, working with parents and other professionals to help the student to continue with her education as far as

possible. If possible and where this is practical, the student will be entered for examinations and helped to continue with her education after the birth of her child.

(g) Gender and sexual orientation

The academy will ensure that

- All members of the school community are treated equally, regardless of gender, gender realignment, or sexual orientation
- The academy will promote understanding and tolerance of all these issues

(h) Minority Ethnic groups, including Refugees

The academy will ensure that:

- Home – Academy links are made to involve parents directly in the life and work of the academy
- Linguistic diversity is recognised and interpretation and translation services are made available as quickly as possible, where appropriate
- Learning support for ethnic minority students is efficient and effective
- All students will be actively encouraged to accept and respect other cultures other than their own

(i) Travellers

The academy will ensure that

- Travelling children are successfully integrated
- Travelling children with special educational needs receive appropriate support
- Travellers' cultures are affirmed to share and broaden experiences for all students.

(j) Other policies

Other policies are expected to reflect equal opportunities issues. These include policies on:

- Safeguarding
- Discipline/sanctions
- Anti-bullying
- Access/support for academy trips and extra curricular activities
- Entry to public examinations
- Accessibility plan

(k) Complaints

Any parent who is not satisfied that the above policies have been properly applied may make a complaint in accordance with the academy's formal complaints procedure. Students should be made aware of the mechanisms available to them within the academy to raise matters of concern of an academic or pastoral nature.

2. Employment

Policy Statement

The Sutton Academy Trust is committed to equal opportunities in all aspects of employment, and to regular monitoring and review of the effectiveness of its policies in achieving diversity in the workplace.

It aims to ensure that all employees are recruited, trained and promoted on the basis of ability, the requirements of the job and relevant objective criteria.

The academy will not unlawfully discriminate against any employee or job applicant on the grounds of race, gender, nationality, colour, ethnic or national origin, age, marital status, sexual orientation, religion, belief or disability in any matters to do with employment.

This policy embraces the following areas:

(a) Recruitment and promotion

All staff with responsibility for recruitment are required to adhere to the Academy's recruitment procedures, and will receive appropriate training.

(b) Employment of ex-offenders

All candidates offered an appointment are required to obtain an Enhanced Disclosure from the Disclosure and Barring Service before the appointment is confirmed, which will include details of cautions, reprimands or final warnings as well as convictions.

In the event that the Disclosure reveals a criminal record or other information of concern, this will be discussed with the candidate before a decision is made whether or not to confirm the offer of employment. In making this decision, the Principal will consider the nature of the offence and whether this makes the applicant unsuitable for the type of work to be undertaken or unacceptable to other employees, how long ago the offence was committed and the age of the prospective employee at that time, together with any other factors that may be relevant.

(c) Pay and conditions

The Academy's pay policy, pay scales and other staff benefits and policies are published on the secure area of the website. Part-time staff benefit on a pro-rata basis from the same pay scales and benefits as full-time staff.

(d) Performance review, training and development

Training and development opportunities are available to all staff in accordance with the Academy's Training & Development Policy.

In accordance with the Academy's Appraisal Policy, every member of staff is entitled to an annual review, based on objective and relevant criteria.

(e) Disability and access for the disabled

The Academy will make reasonable adjustments to enable applicants with disabilities to participate fully in recruitment and selection procedures.

As far as reasonably possible, disabled employees should be able to play a full and active role in the life of the Academy.

All reasonable measures will be taken to retain disabled employees in employment, in consultation with the employee concerned and their medical adviser(s). This may include (but is not limited to) provision of specialist equipment and training, job redesign, flexible hours, and/or redeployment to a suitable alternative vacancy. Where appropriate an outside specialist may be consulted with the agreement of the disabled employee.

(f) Employment policies and procedures

The Academy has a range of employment policies and procedures (e.g. discipline, capability, redundancy) designed to ensure fairness and equity when dealing with problems which may affect people at work. These are available on the secure area of the website, and apply to all employees.

(g) Flexible working

All requests for flexible working will be considered in accordance with the statutory procedures.

(h) Complaints

Any member of staff who is not satisfied that this policy has been properly applied to him or her may make a complaint in accordance with the Academy's grievance procedure.

(j) Other policies

Other policies are expected to reflect equal opportunities issues. These include policies on:

- Safeguarding
- Discipline/sanctions
- Anti-bullying
- Access/support for academy trips and extra curricular activities
- Entry to public examinations
- Accessibility plan

3. Responsibilities

The Principal is responsible for ensuring that this policy is implemented, and for reporting on progress at least annually to the Trust Board. The Trust Board is responsible for reviewing annually in the summer term the effectiveness of the Academy's arrangements for achieving the policy objectives set out in paragraph 2, and for making any recommendations for policy changes.

This policy may be amended from time to time by the Trust Board to reflect statutory requirements, or any changes considered desirable following the annual review referred to above.