



Equality & Diversity Policy

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SLA Equality and Diversity Policy

1. Overview

- 1.1 The Academy welcomes diversity amongst its learners, staff, directors and visitors, recognising the particular contributions to the achievement of the Academy's mission that can be made by individuals from a wide range of backgrounds.
- 1.2 South London Academy (SLA) is committed to ensuring that everyone studying or working at the Academy should be valued equally and fairly by developing a culture of inclusiveness and promoting diversity.
- 1.3 The Academy aims to promote the development of every learner to his or her full potential. In pursuing this, it will endeavour to ensure that every learner has a full entitlement to the appropriate resources and learning opportunities provided by the Academy.

2. Purpose

- 2.1 The purpose of this policy is to:
 - confirm the Academy's commitment to the principle of equal opportunities in all activities, and promote an inclusive ethos for all learners, staff and directors
 - equip staff and learners with an understanding and appreciation of the positive value of difference and diversity, and promote sensitivity towards the needs of others
 - ensure the Academy complies with all laws and directives relevant to equal opportunities, and that procedures are in place to clarify and support this intention
 - outline the rights and responsibilities to which all members of the Academy are expected to adhere
 - have a sound system of monitoring and review of progress so that good practice is identified, issues addressed and a culture of equal opportunities is embedded in all aspects of the work of the Academy.

3. Scope

- 3.1 This policy applies to all types and forms of discrimination against an individual on the basis of a protected characteristic as defined by the Equality Act 2010. Protected characteristics are:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
- 3.2 In relation to learners, the Academy aims to provide an education of excellent quality for all. In pursuit of this aim, the Academy is committed to using its best endeavours to ensure that all of its activities are governed by principles of equality of opportunity, and that all learners are helped to achieve their full academic potential. This statement applies to recruitment and admissions, to the coverage of the curriculum, to teaching and assessment of progress, and to welfare and support services.
- 3.3 In relation to staff, the policy and practice of the Academy require that all the staff are afforded equal opportunities within employment and that entry into employment with the Academy and

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progression within employment and the relevant salary structure will be determined only by personal merit and the application of criteria which are related to the duties of each particular post. In all cases, ability to perform the job is the primary consideration. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another. This statement applies to the selection and recruitment of staff, to their appraisal, training, promotion and development, the conditions of their employment and to the arrangements for the handling of grievances, disciplinary matters and staff departure.

3.4 All those involved with the Academy are expected to fully support our equal opportunities policy.

4. Implementation

There must be clarity and consistency in SLA's approach to equal opportunity issues demonstrated, for example, in the following:

4.1 Across the Academy:

- All published material (e.g. marketing and publicity, prospectus, programme information leaflets, and handbooks)
- The Academy environment (e.g. corridor displays and notices)
- Equal opportunities issues being regularly raised amongst staff and learners (e.g. at induction and through training and development events)
- Equal opportunities issues being raised amongst learners (e.g. through induction and handbooks)
- Provisions being made to allow all learners access to resources, facilities and services provided by the Academy (e.g. the use of ramps and lifts to allow physical access to the premises)
- Allowances being made where possible to make time and space available for prayers and cultural and religious observations for learners and staff
- Regard for equal opportunities being embedded within all relevant SLA policies and procedures
- The Quality Assurance is the named person who takes, monitors, review and ensure that this policy is implemented across the Academy

4.2 In the lecture room (or equivalent):

- Encouraging individual learners to ensure equal participation (e.g. encouragement of risk-taking rather than accepting passivity)
- Ensure the use of teaching and learning resources that are appropriate to individual needs and avoid stereotyping or discrimination
- Having equal expectations of all learners and taking account of different paces, styles of learning, capabilities, interests and experiences of learners
- Using a range of teaching and learning styles to suit the different needs of learners
- Monitoring the learning and progress of individual learners and offering additional support where appropriate
- Establishing a range of different groupings for practical, oral and problem-solving activities
- Ensuring that visual displays and teaching materials do not contain bias or discrimination in the images portrayed
- Ensuring equity of praise, reprimands or sanctions
- Challenging physical or verbal harassment, bullying and the promoting of bias or discrimination in language or attitudes by learners
- Creating a learning environment which is friendly to all learners
- Identifying and where possible accommodating the individual needs of learners (e.g. offering to produce handouts in a different format, colour or font size)

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- Encouraging caring and considerate behaviour in all learners.

4.3 In the Curriculum:

- Using reading materials which reflect non-stereotyped characters and experiences and/or, where these stereotypes do exist, acknowledging this
- Wherever possible, using text books, schemes and materials, documents, pictures, photographs etc. that are free from bias and promote positive images
- Using non-stereotyped examples which are of equal interest to all learners
- Providing access to, and a choice of, a range of practical materials/ equipment for all learners (where applicable)
- Valuing different roles and experiences where relevant in a subject area.

5. Responsibilities

- 5.1 The ultimate responsibility for the operation of this policy lies with the Principal and/or Quality Assurance Manager.
- 5.2 The Principal or Quality Manager will have responsibility for promoting, implementing and monitoring the policy throughout the Academy and for dealing with any alleged breaches of the policy.
- 5.3 Department Heads/ or Programme Leaders/Lead Tutors as appropriate will be responsible for ensuring that the policy is communicated effectively to staff and is being implemented.
- 5.4 All Department Heads/Programme Leaders/Lead Tutors have responsibility for the monitoring and implementation of procedures relevant to their area of work.
- 5.5 Every member of the academy community has a responsibility for ensuring they behave in a manner consistent with this policy and for helping to create a positive learning environment.

6. Complaints

- 6.1 Any member of the academy community who believes himself or herself to have been subjected to unfair treatment as described in this policy and/or associated procedures should report their concern to their tutor, lead tutor, department coordinator or manager. The Principal or Deputy Principal must be informed before any investigation is authorised.
- 6.2 The learners, members of staff and visitors will not be victimised for making such a complaint in good faith. Complaints of this nature will be dealt with seriously, in confidence and in accordance with academy grievance procedures.

7. Process for monitoring

- 7.1 The Senior Management Team will review equal opportunity issues and statistical information relating to the monitoring of equal opportunities.
- 7.2 This policy will be reviewed on an annual basis and any changes agreed by the Senior Management Team.

8. Enforcement

- 8.1 Breaches of the Equal Opportunities policy may be regarded as misconduct and could lead to disciplinary proceedings. If breaches are sufficiently serious and/ or repeated, they may be

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regarded as gross misconduct and lead to suspension or summary dismissal. A breach of this policy will be dealt with in accordance with academy disciplinary procedures.

- 8.2 The policy is read in conjunction with the relevant legislation (Equality Act 2010 found at <https://www.gov.uk/guidance/equality-act-2010-guidance>) and ATHE policy to provide staff with the widest knowledge in its implementation.
(<https://www.athe.co.uk/PDF/Policies/ATHE%20Equality%20of%20Opportunity%20Policy.pdf>)