



LWS Academy Trust

Montefiore Drive, Sarisbury Green, Southampton, SO31 7NL. Tel: 01489 582684
www.lordwilson.org.uk

EQUAL OPPORTUNITIES POLICY

Aims

At Lord Wilson Academy we aim to value and respect each other, students and adults, as part of the Academy's ethos and code of conduct.

The opportunity is provided for individuals to develop their full potential, and we strive to recognise, develop and celebrate individual achievement and effort. The Academy aims to promote self-esteem and motivate through realistic expectations and goals.

The Academy endeavours to treat everyone equally, fairly, objectively and sensitively. All forms of prejudice and stereotyping are challenged.

Discrimination on the basis of ability, age, culture, gender, race or religious belief is unacceptable in the Academy. Individual Education Plans and targets may be set in order to support students who have problems with accepting the equality of differences and the richness of variety.

We respect the religious beliefs and practices of all staff, students and their parents, and will comply with all reasonable requests relating to religious observance and practice.

It is acknowledged that we need to prepare our students to play an integral part in the multi-cultural society in which we live, encouraging positive attitudes emphasising the common elements and values, and acknowledging differences that require respect, understanding and perhaps on occasion, tolerance.

Equal Opportunities

All students and adults within the Academy have a right to be treated with respect. This includes a right to:

- Study, learn and work
- Physical, emotional and verbal respect, free from violence, bullying and abusive language
- Respect for their gender, race and age
- Freedom from sexual comments or harassment and inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to course access, recruitment, access to extra-curricular activities and work experience



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Students and adults within Academy are encouraged to challenge any inappropriate behaviour or comments. In the case of comments/incidents witnessed by others, silence and non-intervention will be viewed as agreement.

The Academy is opposed to all forms of prejudice including racism, sexism and xenophobia. This includes prejudice which is directed towards religious groups and particular communities, for example, Islamaphobia, travellers, refugees and asylum-seekers. The Academy hopes through education and knowledge to teach respect, tolerance and understanding towards different beliefs, cultures and lifestyles. Racist/sexist jokes will be regarded as any other form of bullying and dealt with as such.

Diversity amongst the staff group is viewed positively. Advertised positions have a job description that outlines the responsibilities of the post. They are written in non-discriminatory language, highlighting the Academies commitment to the welfare of all staff and the students.

The closeness of the staff group provides for a supportive, caring and valued attitude towards colleagues, recognising and celebrating the strength in differences within the team.

Opportunities are open to all students. Behaviour, attendance and attitude may prove to be limiting factors. However, the Academy has support mechanisms that enable students who wish to work to take advantage of opportunities.

Lord Wilson Academy welcomes its duties under the Race Relations (amendment) Act 2000. We are committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities
- Eliminating unlawful discrimination

In order to achieve these criteria we are guided by the following principles:

- Every student should have the opportunity to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
- Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities
- Every student should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world



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- Every student should have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well being in accordance with the Every Child Matters agenda

Conduct

At Lord Wilson Academy we are committed to an ethos of mutual respect. We aim to discourage any form of abuse. All forms of discrimination by any person within the Academy are treated seriously, and offending individuals are made aware that such behaviour is unacceptable.

Offensive or derogatory language is challenged and checked, taking into account individuals and associated behavioural emotional and social difficulties. When this is an issue it can be set as an IEP target and monitored throughout the day.

Other relevant Policies to this document:

- Admissions
- Anti-Bullying
- Curriculum

Adopted by Governing Body _____

Review Date: May 2017	Reviewed: May 2014	Signed:
Review Date:	Reviewed:	Signed: