



NORTH BIRMINGHAM ACADEMY

EQUAL OPPORTUNITIES POLICY

Equality of Opportunity demands equality of entitlement and standards of service delivery. This does not necessarily mean a simplistic and quantitatively equal level of resourcing, as to achieve equality of opportunity for the disadvantaged may entail a differentiated allocation of resource from a particular providing body in order to pursue and attain equality of entitlement. For example, there are groups of children who may experience disadvantage in the education they receive because of their physical or emotional needs, gender, ethnic or socio-economic background. As such, these issues are pertinent to a policy for Equality of Opportunity.

There are three key elements to equalising opportunities:

1. Equality of opportunity

It is not enough to provide a curriculum and leave students to take what they can from it. The Academy's role is to promote access to the curriculum and, through that, facilitate educational and personal development appropriate to the fulfillment of potential.

2. Equality of contribution

Within the Academy our students offer more than receiving skills and knowledge; they actually contribute to the process of education by bringing to it their own cultural experiences, values and perspectives. The Academy must utilise and value such contributions in the learning process.

3. Equality of esteem

All members of our community need to be visibly shown respect as individuals, students or family members in order to develop self-esteem. The partnership between parent and carers and the Academy in the education of the child will be particularly important- This also applies to staff members.

Principles of Equality of Opportunity apply to stereotyping and prejudicial treatment relating to the following:

1. Race and Multi-Culturalism.
2. Gender, Sexual Orientation or Ageism.
3. Access and Disability

Reportable Incidents

All reportable incidents in line with this policy will be logged by the Assistant Principal (Students and Community). Responsibilities for acting upon the delivery of this policy relate to individual professional roles as highlighted in various sections of this policy document.

Approved by NBA Governors on:

Date of Next Review:.....

Lead Manager: