

	Name of School	The Albany
	Review Date	
	Next Review	
	Name of Reviewer	

## **Gender, Equality and Diversity Policy.**

### **1. Introduction**

The Albany School is made up of a broad range of individuals and groups with a wide variety of backgrounds, experiences, lifestyles, languages and cultures. The Albany School is proud of this diversity which enriches all the lives of those in the Academy and the educational processes and informs our 'Inclusive Approach'.

It is part of the Academy's role to promote the benefits of such pluralism and to challenge all prejudicial and discriminatory practices. The Albany School is therefore committed to a policy of inclusion, eliminating discrimination and any practices which contribute to inequality on the grounds of race, gender, religion, sexual orientation, ability and disability. It is the duty of all members of The Albany School's community, teaching and support staff, parents and carers, students and Board of Directors, to uphold this policy and see that it is put into practice.

### **2 Aims**

2.1 The Head Teacher, Governors and all staff aim to provide an appropriate learning experience for all students, whatever their race, gender, religion, sexual orientation, ability and disability. The Albany School has high expectations of all students.

2.2 The Albany School aims to provide students with the opportunity to learn in an environment free of prejudice. It is the responsibility of all staff to educate against any form of prejudice or negative stereotyping and to ensure that their conduct with students and colleagues reflects this responsibility at all times.

### **3 Teaching**

3.1 Teachers are responsible for ensuring that:

- teaching styles, methods, language, questioning and classroom management includes and engages all students;
- suitable resources are chosen which motivate and are sensitive to different groups, gender, cultures and backgrounds;
- stereotypes and what are thought to be stereotypical activities are effectively challenged;
- teaching strategies are reviewed in relation to variations in learning and attainment and in the light of known good practice; and
- they are aware of possible cultural assumptions and bias within their own attitudes.

## **4 Leadership and Management**

4.1 The Leadership Team are responsible for ensuring that appropriate arrangements are put in place to monitor the performance of potentially disadvantaged students. Measures would include:

- identifying and investigating any patterns with regard to exclusions, isolation, poor attendance and progress in respect of particular groups;
- monitoring differences in student attitudes to work and towards each other, with a view to identifying any significant patterns;
- addressing issues such as sexual or racial harassment, bullying and hostile behaviour and ensuring that there are effective procedures for reporting and responding to such incidents;
- ensuring that the performance of different groups of students is monitored and evaluated so that the particular needs of different students are met; and the impact of additional support on standards achieved is evaluated.

4.2 It is essential that there is an appropriate response to identified patterns of attainment, progress, behaviour, attitudes and attendance. It is the responsibility of managers to ensure that:

- strategies should be implemented to raise performance, aspirations and self esteem;
- an environment is created which affirms and supports ethnic, cultural, religious and social diversity and effectively promotes good personal, community and race relations.

## **5 Equality of opportunities**

5.1 In this policy, the term “parents” means all those having parental responsibility for a child.

### **5.2 Disability**

Where students have physical and/or learning disabilities, The Albany School will ensure that:

- whatever arrangements are reasonable and practical, within financial constraints, are made to ensure that disabled students can gain access to the curriculum; and
- The Albany School will work effectively with local services and agencies, providing coherent support.

5.3 The Albany School also has a Disability Policy which provides more detail.

### **5.4 Gender**

The Albany School will ensure that:

- guidance is given on subject choices and careers encouraging students to consider non-stereotypical opportunities;
- gender issues are considered when preparing for, and following up, work experience; and
- account is taken of positive role models when inviting speakers and representatives into The Albany School and in the promotion of specific initiatives.

### **5.5 Minority Ethnic Groups**

The Albany School will ensure that:

- Home - School links are made to involve parents directly in the work of their child;
- Linguistic diversity is positively recognized;
- Interpretation and translation services are made available as quickly as possible and close liaison is maintained with the LA officer for such issues;
- Links are established with the local community;
- Staff work effectively with other local services;
- Learning support for ethnic minority students is efficient and effective;
- Provision is made for the spiritual, moral, and social and cultural education, supported by appropriate resources and information;
- Students' names should be accurately recorded and correctly pronounced.
- Students should be encouraged to accept and respect names from cultures other than their own.

## **6. Response to discrimination**

6.1 All forms of discrimination by any person within The Albany School will be treated seriously. A careful note of such incidents should be made, whether they take place within the classroom, corridors or playground. It should always be made clear to offending individuals that such behaviour is unacceptable.

6.2 Racist symbols, or other biased and/or offensive insignia are forbidden at The Albany School. The display of such materials is regarded as discriminatory behaviour.

## **7. Monitoring, Evaluation and Review**

The implementation of this policy will be carefully monitored and our approach and actions to such issues will be reviewed and evaluated on a regular basis.