

## Equal Opportunities Policy 2021

The Link Academy Trust is a company limited by guarantee and an exempt charity, regulated by the Education & Skills Funding Agency (ESFA). All Members of the Board of Trustees of the exempt charity are also Directors of the company; the term 'Trustee' used in this Policy also means Director. This Policy applies to all Academies within the Link Academy Trust.

### INTRODUCTION

Equal Opportunities must be an integral part of the Trust's ethos.

### AIMS

All aspects of Academy life should be relevant to pupils' everyday experiences and to today's world. **It should be equally accessible to all, regardless of ability, gender, social, cultural or ethnic backgrounds.**

1. All students are entitled to every opportunity to achieve their potential without being limited by assumed emotional, intellectual, physical or social qualities based on stereotypes of class, gender, age, learning style or race.
2. All students are entitled to learning experiences that help them to participate fully in our multicultural and multiracial society; to form relationships with those around them and to care responsibly for themselves and others.
3. We will meet as appropriately and as effectively as possible the particular needs of all students having regard for gender, race and cultural, linguistic, religious and social background.
4. We will build on the strengths of the cultural and social diversity of the wider Academy community.
5. We will encourage teaching and learning approaches, which promote positive attitudes, raise expectations of staff and improve the self-esteem of students.
6. We will promote a shared understanding of this policy among all members of the wider Academy community and encourage them to be fully involved in the educational process as administrators, governors, parents, staff and students.
7. We will enable all staff (ancillary and teaching) to be aware of, to understand, and to implement this policy.
8. We will ensure that adequate resources are available to implement this policy effectively.
9. We will monitor and evaluate the degree to which the aims of this policy are being achieved and make changes and corrections as appropriate.

The principles stated above will be at the basis of all policy and practice in the Academies.

This Policy will be reviewed by the Standards & Curriculum Committee on a 2-yearly cycle and must be approved by the Board of Directors.

Reviewed by S&C: 27.01.2021

**Approved by the Board of Trustees: 08.02.2021**