

## EQUAL OPPORTUNITIES POLICY

### Purpose

Within the context of the Mission Statement, Key Objectives and Terms and Conditions of the organisation Landau Forte Academy is committed to the principle that every member of the Academy community is entitled to equal opportunities and treatment irrespective of ethnic or national origin, race, gender, physical disability, marital status, social background, religion, sexual orientation, gender reassignment, pregnancy or maternity.

### Objectives

- To recruit appropriate staff, students and Academy helpers from a broad range of cultural, social and religious backgrounds and to ensure that each individual receives recognition that their identity is a valued element in a diverse but mutually supportive community.
- To actively ensure that courses and learning experiences at the Academy enable all individuals to develop their skills, talents and personal qualities to the full enabling them to successfully progress into further or higher education and/or employment, regardless of their age, ability, gender, ethnic or religious background.
- To ensure that access to Academy facilities is provided for people with physical disabilities, to such an extent that they afford the same opportunities for learning as for able-bodied persons.
- To encourage developments, support individuals and promote harmonious relationships between all members of the Academy and the wider community so that all members possess a sense of value, personal worth and dignity.
- To ensure that all employees will be afforded the opportunity to undertake training relevant to their present roles and future aspirations within the Academy.
- To provide an opportunity for all members of the Academy community, including community and industrial partners, to contribute to the decision making process.
- To act as a safeguard for all members of the Academy community.

### Broad Guidelines

The co-ordinator of equal opportunities will be responsible for making recommendations to the Principal for establishing procedures that will allow the above objectives to be met and for oversight of monitoring, evaluating and reviewing the provision for equal opportunities throughout the Academy. All Academy members will share some responsibility for ensuring that there are equal opportunities throughout the Academy. Staff Training and development opportunities should be made available as appropriate.

## **Conclusion**

The Academy will monitor and evaluate its practices and assess the impact of other Academy policies upon Equal Opportunities. In the light of those evaluations the Academy will seek to further improve its practices to meet the above objectives.