



Excelsior Academy Policy for Equal Opportunities

At Excelsior Academy we are committed to providing the best possible learning experience for all our pupils. All curriculum staff members are responsible for developing curriculum appropriate to the diverse academic, social and personal needs, interests, abilities and Special Educational Needs of all our pupils. All staff members are responsible for promoting and developing a supportive and caring environment with an ethos of mutual trust, respect and high expectations amongst all of Academy members and their parents.

We strive to ensure that all pupils and their parents/ carers are shown equal respect by our Academy's community and that no pupils or their parents/carers are discriminated against in any aspect of school life, due to their ability, gender, race, religion, colour, social class, family circumstances, disability or Special Educational Needs, and, that all pupils are encouraged to engage with appropriate learning experiences where they can experience success.

We strive to ensure that all our pupils have equal opportunities to achieve their potential in all aspects of Academy life. To that end we frequently review our curriculum to ensure that it is sufficiently challenging and varied to enable all pupils to engage with and achieve to the best of their ability. We frequently review our schemes or work to ensure the promotion of equal opportunities both in curriculum content where appropriate and in curriculum access. We frequently review our pupil welfare and support structures and systems to enable all pupils to take full advantage of all that we offer.

Our Curriculum Aims Statement makes explicit our intention to teach pupils self respect, respect for others and tolerance for the morals and values of other cultures, races religious creeds and ways of life.

All our Policies to with regards to Learning and Teaching and Pupil Welfare and Development aim to ensure that all pupils are set appropriate and challenging targets for their academic, physical, personal and social development and gain equal access to appropriate teaching and learning experiences, to meet their individual needs and interests and Special Educational Needs

All staff members, pupils and visitors are expected to show respect for every member of our community through their attitude, language, manner and behaviour. The poor treatment, intimidation or bullying of pupils or staff members by any member of our community or visitor for reasons associated with ability, gender, race, religion, colour, social class, family circumstances, disability or Special Needs will be challenged and if necessary followed up with appropriate action.

P. M. Marshall
Executive Principal
Excelsior Academy