

The Ace Academy

Equalities Policy

(Including Equal Opportunities and Equality & Diversity)

1. Policy Statement

The Ace Academy is committed to promoting equality, diversity, and inclusion in all aspects of our work. We believe that every individual—regardless of background, identity, or circumstance—has the right to be treated with dignity, respect, and fairness. We actively oppose all forms of discrimination and are dedicated to creating an inclusive environment where everyone can thrive.

2. Legal Framework

This policy is underpinned by the following legislation:

- The Equality Act 2010
- The Human Rights Act 1998
- The Children Act 1989 and 2004
- SEND Code of Practice
- Public Sector Equality Duty (where applicable)

We are committed to meeting our legal obligations and going beyond compliance to foster a culture of equity and belonging.

3. Aims

- To eliminate discrimination, harassment, and victimisation.
 - To advance equality of opportunity for all students, staff, and stakeholders.
 - To foster good relations between people from different backgrounds.
 - To ensure that our services are accessible, inclusive, and responsive to individual needs.
 - To celebrate diversity and promote mutual respect.
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4. Scope

This policy applies to:

- All students enrolled in The Ace Academy
 - All staff, volunteers, and contractors
 - All locations and settings, including:
 - Partner schools
 - Community venues
 - Outreach and home-based sessions
 - Online and digital platforms
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5. Protected Characteristics

We are committed to promoting equality for all, particularly in relation to the following protected characteristics:

- Age
- Disability
- Gender reassignment

- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

6. Equal Opportunities in Practice

For Students

- All students have equal access to learning, support, and enrichment opportunities.
- Individual needs are identified and met through personalised plans (e.g., EHCPs, TIPS).
- Reasonable adjustments are made for students with disabilities or additional needs.
- Cultural, religious, and linguistic diversity is respected and reflected in our curriculum and practice.

For Staff

- Recruitment, training, and promotion are based on merit and free from bias.
- Staff are supported to develop professionally in an inclusive environment.
- Discrimination, harassment, or bullying will not be tolerated and will be dealt with in line with our disciplinary procedures.

7. Inclusive Practice and Representation

- We ensure that our materials, displays, and communications reflect the diversity of our community.
- We actively seek feedback from students and families to improve inclusivity.
- We celebrate cultural events and awareness days to promote understanding and respect.

8. Tackling Discrimination

- Any form of discrimination, harassment, or victimisation will be taken seriously.
- Incidents will be investigated promptly and fairly.
- Support will be provided to those affected.
- Disciplinary action may be taken against those who breach this policy.

9. Monitoring and Evaluation

- We monitor data on admissions, attendance, progress, and behaviour to identify and address inequalities.
- Equality objectives are reviewed annually by the Senior Leadership Team.
- Feedback from students, staff, and stakeholders informs our ongoing development.

10. Roles and Responsibilities

Senior Leadership Team (SLT)

- Lead on the implementation and review of this policy.
- Ensure compliance with equality legislation.
- Promote a culture of inclusion and respect.

All Staff and Volunteers

- Uphold the principles of this policy in their daily work.

- Challenge discriminatory behaviour or language.
- Report concerns to the Designated Safeguarding Lead or SLT.

Students

- Treat others with respect and kindness.
- Report any incidents of discrimination or bullying.

11. Training and Awareness

- All staff receive training on equality, diversity, and inclusion during induction and through ongoing CPD.
 - Students are educated about equality and respect through mentoring, PSHE, and enrichment activities.
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