APEX2100

International Ski Academy · Académie Internationale de Ski

EQUAL OPPORTUNITIES

POLICY 2025

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Policy Statement:

At Apex2100 we recognise our responsibility to ensure positive attitudes to diversity and difference – not only so that every Athlete is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society. We understand the importance of providing a challenging and enjoyable programme of learning and development and we undertake to make reasonable adjustments to enable all to participate in our programme of learning.

Apex2100 is totally committed to avoiding all forms of unlawful discrimination as set out in the UK Equality Act (2010). This applies to all students, parents, and staff members to also includes discrimination on the grounds of trade union membership, part-time or fixed-term working.

Appropriate provision or exemption is made, where feasible and desired, for Athletes with special dietary, dress or religious observance requirements or needs because of religious or cultural background. Apex2100 is committed to working with the school community, with parents and with other relevant agencies to ensure that any form of discriminatory behaviour is treated seriously and action is taken to prevent any repetition.

At Apex2100 we seek to ensure that all our Athletes, including those who are disabled or have special education needs, are included, valued and supported and that the care provided is sensitive to the needs of the individual Athlete.

This policy and the effectiveness of our inclusive practices at Apex2100 are reviewed annually by the school's Educational Board of Governors and as events or legislation change requires. The next scheduled date for review is 09/2020
This policy should be read in conjunction with our policies on:

- Behavior and Discipline
- Anti-Bullying
- Admissions
- PHSE

This policy applies to all members of our school community, and *Apex2100* seeks to implement this policy through adherence to the procedures set out in this document.

Key Personnel

Apex2100 have in place a SEN support where necessary to ensure that arrangements are in place for reviewing, monitoring and evaluating the effectiveness of inclusive practices that promote and value diversity and difference; how inappropriate attitudes and practices will be challenged; and how the provision will encourage athletes to value and respect others.

Procedures

Apex2100 seeks to implement this policy effectively through the following actions:

- *Provision of our policy for equal opportunities to all Athletes, staff and parents, including those of prospective Athletes.*
- *Working with outside agencies such as educational psychologists, occupational therapists, and mental health agencies to support the endeavour of the school in serving the needs of all Athletes, parents and staff.*
- *Discussing, where appropriate, equal opportunities at staff meetings and committing to challenge inappropriate attitudes and practices if discovered.*
- *Inclusion Works programme to Staff and Athletes is delivered online and via Pod Mentor system*
- *Dedicating whole Academy and Mentor assemblies, to the importance of kindness, care and respect for members of the school and the wider community, and on promoting and valuing diversity and differences.*
- *Meeting the individual needs of Athletes, as detailed by parents and by the Athlete's previous setting, through teacher, assistant and outside agencies working together with the Athlete and the Athlete's parents.*
- *Monitoring the needs of all Athletes as they progress through the school, through discussion at meetings, and written information circulated confidentially, relating to specific support for learning or emotional, social, mental, physical or other difficulties.*
- *Discussing, reviewing, monitoring and evaluating at staff meetings and leadership meetings, the effectiveness of inclusive practices which enable all Athletes, parents and staff to access and enjoy school life.*
- *Ensuring that the Perform Better Programme includes discussion of Equal Opportunities.*
- *Ensuring Academy documents demonstrate a commitment to Equal Opportunities and avoid unlawful discrimination of all forms.*
- *Making appropriate provision or exemption, where feasible and desirable, for Athletes with special dietary, dress or religious observance requirements or needs because of religious or cultural backgrounds*
- *Challenging inappropriate attitudes and practices by speaking to those involved through either Head of House & Wellbeing becoming involved, as necessary, with athletes, parents and staff. Athletes will be made fully aware of the sanctions in the Behaviour and Discipline Policy and procedures from the Anti-Bullying policy.*

- *Inclusion of the SEN support, any other relevant staff in discussing athlete needs and progress in staff meetings and SMT meetings, when appropriate. On such occasions the strategy for each individual athlete is focused around the respect for the athlete's needs, the need for the athlete to have access to all the opportunities within the Academy and the athlete's right to feel confident, happy and valued.*
- *Ensure that different faiths are studied, and that Schemes of Work embrace other cultures and promotes global citizenship, the Science curriculum celebrates physical differences in the human race.*

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