



**Walthamstow Academy**

The best in everyone™

Part of United Learning

# Equal Opportunities Statement

<b>Adopted by:</b>	Walthamstow Academy	
<b>Date:</b>	September 2020	
<b>Signed off by:</b>	Emma Skae	Geoff Skewes
<b>Role:</b>	Principal	Chair of Governors
<b>Review frequency:</b>	Annual	
<b>Review date:</b>	September 2021	



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■ Ambition ■ Confidence ■ Creativity ■ Respect ■ Enthusiasm ■ Determination

## Overview

This policy includes details of how we meet our duties under the Equality Act 2010 and support our commitment to providing an environment in which each individual has complete equality of opportunities and does not suffer any discrimination, whether directly or indirectly.

## Equal Opportunities

Walthamstow Academy aims to provide an appropriate learning experience for all students whatever their race, origin, culture, gender, religion, sexuality or ability and it has high aspirations for all students.

Walthamstow Academy aims to provide all students in its academy with opportunities to learn in an environment free of prejudice. It is the responsibility of all Walthamstow Academy staff to educate against any form of prejudice or negative stereotyping and to ensure that their conduct with students and each other reflects this responsibility at all times.

Walthamstow Academy is aware of its responsibility for the promotion of racial harmony and understanding. It is committed to creating a positive climate that will enable everyone to work free from intimidation and harassment and to achieve their full potential.

It will use all its powers and the resources at its disposal to eliminate any type of incident.

It will ensure that any complaint of harassment is promptly investigated and that everyone is aware of their responsibility and the procedures to challenge and report it when it occurs.

We will work with parents, guardians, communities and other agencies to ensure that it is clearly understood that any form of harassment is unacceptable.

For more details, please read our Walthamstow Academy Equality Objectives November 2016 & Walthamstow Academy Equality Information November 2016.