



## Equality and Diversity Policy

### Definition of Equal Opportunities

Equal opportunities is defined as:- The granting of equal rights, privileges, & status regardless of gender, age, race, religion, sexuality, specific background, ability, disability, or social background.

**Aims:** To ensure that standards relating to equal opportunities are consistent, transparent and in line with the requirements of Pearson and the Academy.

To ensure there are no artificial barriers to any BTEC programmes the academy offers and that BTEC qualifications are, at all stages within the planning, delivery and assessment of learner work:

- available to everyone who can achieve the required standard
- free from barriers which restrict access to progression
- free from overt or covert discriminatory practices with regard to age, colour, creed, religion, ethnic origin, race, gender, nationality, sexual orientation, specific background, social background, ability or disability
- observant of the particular requirements of individuals, including those who may require support to undertake learning and assessment
- free from any restrictions that are not legally required

### Equal Opportunities in Terms of Learner Recruitment

#### a) BTEC Level 1 and 2 Courses Year 9 - 11

Access to the course will be allowed to any learner up to the maximum agreed number of learners per group (30 students). Student ability will be assessed using data from KS2/3 and appropriate school held data to ensure learners are accepted on to the course appropriate to their needs.

#### b) BTEC Level 3 Year 12 and above

Access to the course will be allowed to learners who have shown through their previous studies and/or experience that they are capable of sustaining study at this level, up to the agreed maximum number of learners per group (20)



irrespective of gender, ethnicity or disability and that learners have fulfilled the minimum course access qualification requirement set by each BTEC subject area as per the VI form prospectus.

**Other related policies:** Please refer to the whole school Equality and Diversity policy.

**Responsibility**

- Responsible for Policy: Quality Nominee
- Responsible for implementation: Quality Nominee and Programme Managers.

**a) Responsibility of Quality Nominee**

To ensure all Curriculum Leaders and Lead Internal Verifiers are conversant with the recruitment requirements of the respective courses and to ensure recruitment is carried out in line with the requirements of this policy

**b) Responsibility of Curriculum Leader/Programme Manager**

- Treat all learners with equal respect regardless gender, age, race, religion, sexuality, specific background, ability, disability, or social background
- Enable all learners equal access to all areas of the BTEC curriculum appropriate to the course undertaken
- Combat any form of prejudice and / or discrimination within The Academy

This policy will be reviewed every 12 months

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LIV Business	<a href="mailto:parsonsa@hattonacademy.org.uk">parsonsa@hattonacademy.org.uk</a>	09/2019
LIV Health & Social Care	<a href="mailto:mclaughlind@hattonacademy.org.uk">mclaughlind@hattonacademy.org.uk</a>	09/2019
LIV Information Technology	<a href="mailto:chambersr@hattonacademy.org.uk">chambersr@hattonacademy.org.uk</a>	09/2019
LIV Music	<a href="mailto:jeffsc@hattonacademy.org.uk">jeffsc@hattonacademy.org.uk</a>	09/2019
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# Sir Christopher Hatton

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LIV Media Production	<a href="mailto:greenj@hattonacademy.org.uk">greenj@hattonacademy.org.uk</a>	09/2019
LIV performing Arts	<a href="mailto:whitehousee@hattonacademy.org.uk">whitehousee@hattonacademy.org.uk</a>	09/2019