



Equal Opportunities Policy

Academy of Rock

Policies

Equal Opportunities Policy

Academy of Rock (AOR) will partner individuals, communities and businesses to achieve outstanding education and training successes. Our aim is to ensure every student has the chance to fulfil his or her potential.

AOR is committed to the active promotion of Equal Opportunities and positive regard for all students. Everyone within AOR will be expected to work to these principles and promote its philosophy.

This policy is available on our website at [????????](#) This policy will be subject to review and monitoring by AOR and if necessary will be amended and updated following feedback. All future versions to this policy will be flagged and will be posted on our website.

Issue and review

The date of issue of this policy is [???? 2019](#). This policy will be reviewed annually.

Who it applies to:

This policy covers all colleagues and all students, i.e. in-school, in-company, online, onstage and applies to all stages of the learning process i.e. pre-entry, on course and at exit.

General Principles

AOR will, within the resources available:

- Strive to build a learning environment in which the individual needs of each learner are identified and accommodated by an appropriate response.
- Create opportunities for learning for all those who seek it, and will aim to provide excellence in education and training for all its students and will enhance their individual potential focusing on the highest possible levels of student achievement and progression.
- Help create an environment which provides equality of opportunity and freedom from discrimination, harassment and bullying on the grounds of race, gender, class, sexual orientation, marital status, age, religion and belief, culture, mental health, learning difficulty, disability, ex-offending and any other factors.
- Promote the diversity of our students through our quality review, monitoring, tutorial processes.
- Foster mutual respect and understanding between all members of the AOR community.
- Uphold all the requirements in Equal Opportunities law and will ensure that directors, staff and students are kept informed of national and local developments.

- Identify good practice and promote positive role models.
- Produce codes of practice and procedures to establish standards which are acceptable by:
 - Encouraging diversity and innovation
 - Embedding beliefs into other value driven initiatives
- Training staff to understand the characteristics of all groups
- Encouraging students to fulfil individual potential
- Review procedures and codes of practice on an annual basis

Responsibilities

It is everybody's responsibility to uphold the Equal Opportunities Policy. Overall responsibility for this policy lies with the Directors and Compliance Officer. Within this, specific responsibilities are as follows:

Managers across AOR will:

- Ensure practices are consistent with this policy;
- Promote staff awareness of the principles involved.

Staff within AOR will:

Foster mutual respect and understanding between all members of the school community.

All students will:

Foster mutual respect and understanding between all members of the AOR community.

Positive Action

AOR is committed to positive action as distinct to positive discrimination to enable all individuals to develop their full potential and to overcome the effects of discrimination.

Complaints

All who consider that they have been discriminated against should contact, in the first instance, Customer Relations Officer, who will be able to help you resolve the issue informally or offer guidance for taking the matter to the formal stage.

Formal complaints regarding AOR or a member of AOR staff or the behaviour of another student should be addressed to Operations Manager within 14 days of completing the informal process, Complaints forms can be accessed on-site or forwarded to the complainant by email.

All AOR users will uphold the principles of the Equal Opportunities Policy. AOR will challenge all discrimination and will not hesitate to invoke its disciplinary procedures.

Code of Practice

All Students will respect Equal Opportunities and help to create an environment free from discrimination and prejudice.

We expect all students to:

- Help create an environment which provides equality of opportunity and freedom from discrimination and harassment on the grounds of race, gender, class, sexual orientation, marital status, age, religion and belief, culture, mental health, learning difficulty, disability, ex-offending and any other factors.
- Treat all members of the AOR community with respect and understanding.
- Be considerate of the rights and diversities of other AOR users, e.g. students, staff, visitors, etc.
- Bring to the AOR's attention any issues relating to discrimination, prejudice, harassment and bullying.