



Statement of Intent

LEARN TSA will ensure every student is entitled to the same opportunities to learning irrespective of race, culture, gender, language, disability or religion by supporting LEARN TSA representatives to follow the policy below.

This policy is written with regard to the following legislation; The Equality Act 2010 and The Equality Act 2010 (Specific Duties) Regulations 2011.

Aims

- LEARN TSA representatives should ensure that all students have an equal chance to make full use of the education the school offers, to enable each individual to fulfil their full potential and enable them to choose their future patterns of life and to take maximum advantages of their opportunities in society.
- LEARN TSA representatives should encourage a positive attitude towards all people and positively encourage engagement with the wider community, and create respect for a diverse society, thereby eliminating inequality, racism, prejudice and discrimination.
- LEARN TSA representatives should be aware of all students special needs having due regard for the physical and intellectual ability, gender, sexual orientation, race, cultural and social background. LEARN TSA representatives strive to tailor the environment and curriculum to meet all needs where possible.
- LEARN TSA representatives should ensure that the physical, cultural, moral and spiritual development needs of all students are met.
- LEARN TSA representatives should encourage respect and tolerance for others and an appreciation of human and social relationships.

Objectives

- LEARN TSA representatives acknowledge that every student has the right to participate in all support offered through the TSA where practicable and all efforts will be made to accommodate the needs of all students.
- LEARN TSA representatives should ensure that all students feel that they are respected and valued and are part of the decision making process which may directly affect them.
- LEARN TSA representatives should ensure that every student is treated as an individual and actively discourages stereotyping both by staff and students alike.
- LEARN TSA representatives should understand and reflect in their practice that prejudice and discrimination is unacceptable. This is given a high priority during induction for LEARN TSA representatives.

Staffing

- The Director of the TSA and Senior Staff with GANF/CIT, whilst appointing the most suitable candidates will consider the TSA's Equal Opportunities Policy at all stages.
- In order to promote equality of opportunity through TSA deployments staff will be encouraged to:
 - I. Critically examine the assumption and biases contained in their own attitudes
 - II. Examine the assumption and biases contained in their own attitudes

Policy Review

LEARN TSA considers the Equal Opportunities and Diversity document to be important and the Senior Leaders from the Lead schools will undertake a thorough review of both policy and practice each year and report to the Local Governing Body annually & the TSA Director, although statutory reviews are required every four years.

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