



Equality Information and Objectives

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Summary:	Our Academy aims to meet its obligations under the public sector equality duty by having due regard to the need to the 2010 Equality Act.
Policy Owner:	Head Teacher
Committee Responsible for Review:	The Policy Review Committee
Approved by:	The Full Governing Body
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1. Aims

Our Academy aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimization and other conduct prohibited by the 2010 Equality Act by removing or minimizing disadvantages suffered by people due to their protected characteristics
- Advance equality of opportunity between people who share a protected characteristic and those who do not by taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Foster good relations between people who share a protected characteristic and those who do not by encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Our Academy has considered how well we currently achieve these aims with regard to the protected equality groups: race/disability/sex/gender reassignment/age/pregnancy and maternity/religion and belief and sexual orientation.

Our approach is underlined by our school vision statement, our key Christian values of friendship, compassion, service, forgiveness and thankfulness and the promotion of the parable, the Good Samaritan, as a major expression of our values.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

The Governing Board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head Teacher

The Head Teacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

All Academy staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The Academy is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the Academy aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or pupils who are being subjected to racist bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. by adapting our provision to meet the needs of pupils with special needs)
- Encouraging people who have a particular characteristic to participate fully in any activities. We encourage all pupils to be involved in the full range of school clubs and societies.

In fulfilling this aspect of the duty, the Academy will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of racist, homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils or staff

6. Fostering good relations

The Academy aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic education, but also activities in other curriculum areas. For example, pupils will study a range of other cultures in their topic work. The school has developed numerous links with schools in other countries and has received the International Award for schools.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.

- As an equal opportunity employer, the Academy does not discriminate against employees on the grounds of age and employs staff over the national retirement threshold.
- The Academy's values are based on Christian values but promoted in a manner that is inclusive of those from other faiths and of no faith.

7. Equality considerations in decision-making

The Academy ensures it has due regard to equality considerations whenever significant decisions are made.

The Academy always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the Academy considers whether the trip:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The Academy keeps a written record to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded within the risk assessment when planning school trips and activities.

8. Equality objectives

Objective 1: Ensure that all pupils and adults with disabilities flourish within our school.

We will ensure that the school is physically accessible to all, including those with a significant physical disability.

Where appropriate, the curriculum will be adapted to meet pupils' needs and we will ensure that all pupils have access to all extra school opportunities.

We will aim for our SEN children to make the best possible progress appropriate to their needs and where possible, accelerated progress.

Objective 2: Continue to create a culture which is equally appropriate for all of God's children

Our school is a strongly inclusive school (Ofsted 2021) and we strive to ensure all of God's children flourish. We recognise that there are many inequalities in society and we seek to raise awareness to these through the curriculum and ensure all children and staff attending the school are included. The curriculum is designed to inspire and motivate all children and raise ambition for all. Achievement of all groups of learners in the school is closely tracked and intervention and support is in place to ensure all learners achieve the best possible outcomes. In addition, the school will ensure the curriculum raises awareness to all demographics and protected characteristics with particular attention to eliminating stereotyping, racial discrimination and gender biases.

Objective 3. Continue to remove barriers for pupils facing disadvantage

Disadvantaged children are given what they need to ensure they access a full curriculum and gain increasing fluency, understanding and independence, with outcomes improving as a result. The school will target resources to ensure that children who face disadvantage are supported by well qualified staff and have access to the pastoral and academic resources they need to flourish. The school will also ensure that the disadvantages do not impact on their access to the wider curriculum and the enriching opportunities that the school offers.

9. Monitoring arrangements

The Head Teacher will update the equality information we publish, at least every year.

This document will be reviewed and approved by the Governing Body at least every 4 years.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Behaviour policy
- Anti bullying policy