



<b>Equality Policy and Objectives</b>	
<b>This policy should be read, and used, in conjunction with: -</b> All other policies related to Good Behaviour, Admissions, Anti bullying and Safeguarding	
<b>Rights of the child</b> (RRSA Article)	<b>Article 28</b> based on FAIRNESS and EQUALITY “Every child has the right to an education. Secondary education must be available to every child. Discipline in schools must respect children’s human dignity.” This includes: <ul style="list-style-type: none"><li>• The RIGHT to learn and be taught</li><li>• The RIGHT to be respected</li><li>• The RIGHT to be safe</li></ul>
<b>Reviewing By: -</b>	<b>Academy Committee</b>
<b>Last Updated / Reviewed &amp; Approved by Governors on:</b>	September 2022
<b>Date of next scheduled review: -</b>	September 2023
<b>Responsible officer / Member of Staff /</b>	<b>Role:</b> - Deputy Principal <b>Name:</b> - Veronica Giaquinto

## **1. Aims**

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

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

## **2. Legislation and guidance**

2.1 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

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

2.3 This document also complies with our funding agreement and articles of association.

## **3. Roles and responsibilities**

3.1 The Academy Committee will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Academy, 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 Principal

3.2 The equality link governor is Tom Baldwin. They will:

- Meet with the designated member of staff for equality every Term and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

3.3 The Principal will:

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

3.4 The designated member of staff for equality Veronica Giaquinto will:

- Support the Principal in promoting knowledge and understanding of the equality objectives amongst staff and pupils

- Meet with the equality link governor every Term to raise and discuss any issues
- Support the Principal in identifying any staff training needs, and deliver training as necessary

3.5 All school 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**

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

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

4.3 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.

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

4.5 The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and Academy Committee members aware of these as appropriate.

#### **5. Advancing equality of opportunity**

5.1 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 gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of Academy groups)

5.2 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 homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

#### **6. Fostering good relations**

6.1 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 (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- 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
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- 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
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## **7. Equality considerations in decision-making**

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

7.2 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:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

## **8. Equality objectives**

1. To reduce and ultimately eliminate any incidences of discriminatory behaviour towards people with a protected characteristic.
2. To improve consultation and involvement of pupils with a protected characteristic through the representation of their views on the Student Council.
3. To establish Academy projects/initiatives aimed at fostering ever improving relationships between those who share a protected characteristic and those who do not.

## **9. Monitoring arrangements**

9.1 The Academy Committee will update the equality information we publish, [described in sections 4-7 above], at least every year.

9.2 This document will be reviewed by the Academy Committee and Principal at least every 4 years.

9.3 This document will be approved by the Academy Committee

#### **10. Links with other policies**

This document links to the following policies:

- Anti-bullying Policy
- SEND and Disability Policy
- Medical Support for Pupils Policy
- Sex and Relationships Education Policy