



“Let your light shine before others”

Matthew 5 v 16

The following policy is reflective of our deeply held Christian Vision and Values.

Vision

We are committed to creating a safe, happy and enriching environment where we all aspire to thrive, achieve and celebrate success together.

Our aim is to promote the dignity and well-being of every child and staff member and ensure they flourish in the course of their journey with us.

Values

Our core Christian values of Hope, Wisdom, Community and Joy underpin all that we strive to achieve to enable our ‘light to shine before others’ Matthew 5 v 16

Equality and Diversity Policy

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1. Principles

1.1 The principle of this policy is to

- To treat all individuals with equal value.
- To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- To foster positive attitudes and good relations between persons who share a relevant protected characteristic and persons who do not share it (i.e. tackle prejudice and promote understanding).
- To take such steps as are reasonable to remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
- To take such steps as are reasonable to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.

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- To provide a range of education and training programmes which encourage everyone to participate in learning.
- To ensure that recruitment, retention and development of staff is done so following the equality principles.
- To consider equality implications before and at the time that policies are developed as well as keeping them under review on a continual basis.
- To carry out equality impact assessments to assess whether policies and / or plans are having a negative or adverse, or positive impact on specific groups of individuals.
- To ensure that all marketing activities and procurement processes meet equality and diversity best practice.
- To respect the religious beliefs and practices of all individuals.

1.2 In both its delivery of services and the employment of its staff, the academy will ensure that no person will be discriminated against due to any of the protected characteristics as detailed in the Act. This includes discrimination due to association or perception (where it is believed that an individual has a particular characteristic). The characteristics protected by the act are:

- age (as an employer – but not applicable to students)
- disability
- ethnicity
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- religion or belief
- sex
- sexual orientation

1.3 In addition to this no employees will be discriminated against due to trade union membership or activities.

1.4 The Act makes it unlawful for the responsible body of an academy to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

2. **Policies**

This Document meets the requirements under the following legislation:

- 2.1 Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.
- 2.2 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
- 2.3 This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.
- 2.4 This document also complies with our funding agreement and articles of association.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil or member of staff and it helps to promote equality at this school.

3. **Roles and responsibilities**

3.1 The academy will:

- Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the Trust board.

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- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
- Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist. Ensure staff promote an inclusive and collaborative ethos in the academy, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equality.

3.2 The Trust board will:

- Ensure that the academy complies with the appropriate equality legislation and regulations.
- Effectively communicate and adopt this policy throughout the academy
- Meet its obligations under the Public Sector Equality Duty (PSED) to publish equality objectives at least every four years commencing on the date of the last publication.
- Ensure that the academy's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the academy's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Monitor education outcomes, incidents of harassment and discrimination and referrals by a range of criteria including protected characteristics.
- 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
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

3.3 The Head Teacher will:

- Implement this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

3.4 Employees will:

- Be mindful of any incidents of harassment or bullying in the academy.
- Address any minor issues of harassment or bullying and report any major breaches of the policy to the principal
- Identify and challenge bias and stereotyping within the curriculum and the academy's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.
- Have regard to this document and to work to achieve the objectives as set out in section 4.

4. Equality objectives

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4.1 The academy is committed to promoting the welfare and equality of all its staff, pupils and other members of the academy community. To achieve this, the academy has established the following objectives:

- To eradicate language used within the Academy that could be considered discriminatory. To ensure that no members of our community would use unacceptable language by the time they finish key stage 3.
- To eliminate repeat bullying incidents related to the protected characteristics listed in the Equality Act, 2010 by 2027.
- To reduce the Disadvantaged progress gap, securing progress and attainment consistently above the national average for those with SEND.
- Provide a full range of speakers that come into the Academy to ensure all pupils have the opportunity to engage with a full range of cultures, faiths and backgrounds.

5. Promoting equality

5.1 In order to meet our objectives, the academy has identified the following priorities:

- Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the academy will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- The academy will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- There will be differentiated Implementation to meet the abilities and learning styles of all pupils.
- There will be a clearly defined disciplinary system stipulated in the Relationships Policy, which will be consistently enforced.
- The academy will increase access for disabled children and young people to the academy curriculum and will take necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling them to take as full a part as possible in the activities of the academy.
- The academy will ensure there is adequate access to the physical environment of the academy.
- The academy will improve the delivery of written information to disabled children and young people.
- The academy will seek the views of advisory staff, outside agencies and local academies.
- Throughout the year, the academy will plan ongoing events to raise awareness of equality and diversity.

5.2 The academy will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning. Equality objectives will be published at least every four years commencing on the date of the last publication.

5.3 All forms of prejudice-motivated bullying are taken seriously and dealt with equally and firmly. The academy has an Anti-Bullying Policy and a Behaviour Policy to cover the areas that are not within scope of the Equality Act.

5.4 Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

6. Addressing prejudice-related incidents

6.1 The academy is opposed to all forms of prejudice and we recognise that pupils and staff who experience any form of prejudice-related discrimination may fare less well in the education system. The academy will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.

If incidents continue to occur, the academy will address them immediately and report them through the appropriate procedure.

7. Curriculum

7.1 All pupils will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.

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When planning the curriculum, the academy will take every opportunity to promote and advance equality.

When teaching the curriculum, the academy will promote equality and will not subject individuals to discrimination.

The academy will develop an appropriate curriculum for all pupils in all vulnerable groups.

7.2 The academy will ensure PASHE lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

8. Collecting and using information

8.1 The academy will collect equality information for the purpose of:

- Identifying key issues, e.g., unlawful discrimination in teaching methods.
- Assessing performance, e.g., benchmarking against similar organisations locally or nationally.
- Taking action, e.g., adapting working practice to accommodate the needs of staff who share protected characteristics.

8.2 The academy will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The academy will obtain the following information from their staff:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training
- Return to work of women on maternity leave
- Return to work of disabled employees following sick leave relating to their disabilities
- Appraisals
- Grievances (including about harassment)
- Disciplinary action (including for harassment)
- Dismissals and other reasons for leaving