



# **Biddick**

## **Academy**

<b>Name of Policy</b>	<b>Equality Objectives</b>
<b>Aims of Policy</b>	<p>Our Academy aims to meet its obligations under the public sector equality duty by having due regard to the need to:</p> <ul style="list-style-type: none"><li>• Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010</li><li>• Advance equality of opportunity between people who share a protected characteristic and people who do not share it</li><li>• Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it</li></ul> <p>Consult and involve those affected by inequality in decisions that promote equality and eliminate discrimination - including parents, pupils, staff and members of the local community</p>
<b>Date Valid</b>	<b>February 2024 – February 2025</b>
<b>Date of Approval</b>	<b>January 2024 - Headteacher</b> <b>January 2024 - Full Trustee Board</b>
<b>Next Review and Approval Date</b>	<b>February 2025</b>
<b>Responsibility for Review</b>	<b>Assistant Headteacher – SEND and Inclusion</b>

## Contents

1. Aims .....	3
2. Legislation and guidance.....	3
3. Roles and responsibilities .....	3
4. Eliminating discrimination.....	4
5. Advancing equality of opportunity.....	4
6. Fostering good relations .....	4
7. Equality considerations in decision-making .....	4/5
8. Equality objectives .....	5
9. Monitoring arrangements .....	5
10. Links with other policies.....	5

## 1. Aims

Our Academy aims to meet its obligations under the Public Sector Equality Duty (PSED) 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
- Consult and involve those affected by inequality in decisions that promote equality and eliminate discrimination - including parents, pupils, staff and members of the local community

## 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](#).

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

## 3. Roles and responsibilities

The Trustee board (Trustees) 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 headteacher

The equality link Trustee is Christine Ford. They will:

- Meet with the designated member of staff yearly, 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 Trustee board regarding any issues

The headteacher will:

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

The designated member of staff for equality Samantha Scott will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link Trustee yearly to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

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 Trustees 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 September alongside Safeguarding updates

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

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

As set out in the DfE guidance on the Equality Act, the school 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 school societies)

In fulfilling this aspect of the duty, the school 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**

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 or as known within the Academy as Personal Development 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; within tutor time and weekly notices.
- 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

- 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**

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 an Academy 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

## **8. Equality objectives**

1. To review and revise the curriculum continuously to ensure inclusion and mental health awareness is embedded within the curriculum and pastoral support; encourage staff and students to challenge bias and stereotyping within the curriculum and culture.

2. To close gaps in achievement and progress between different groups of students; especially students eligible for pupil premium, students with special educational needs and disabilities, looked after children and students from minority groups.

3. Prepare students for life in a diverse society in which young people are able to see their place in local, regional, national and international communities.

4. Identify and challenge bias and stereotyping within the curriculum and in the school's culture, including derogatory language.

5. To ensure that all key stakeholders are aware of the Academies clear organisational commitment to championing equality, diversity and inclusion and understand their responsibilities in relation to this. Provide positive non-stereotyping information, promote equality and good relations and not discriminate on any protected characteristics outlined in The Equality Act 2010.

## **9. Monitoring arrangements**

The Trustee Christine Ford will update the equality information we publish, [described in sections 4-7 above], at least every year.

This document will be reviewed by the Trust Board at least every 4 years. This document will be approved by the Trust Board.

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

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEND policy