



Stationers' Crown Woods Academy

Equality Information and Objectives

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Revision Log

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14/06/2022	-	Reviewed for 2022-23

Equality Information and Objectives Policy 2022-23

1 Aims

1.1 The 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 the same protected characteristic; and
- 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; and
- the Equality Act 2010 (Specific Duties) Regulations 2011, which requires schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

3 Roles and Responsibilities

3.1 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;
- 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 Principal.

3.2 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.

3.3 Senior leaders with strategic responsibility for Quality of Education, Personal Development and Behaviour/Conduct will:

- support the Principal in promoting knowledge and understanding of the equality objectives amongst staff and pupils; and
- support the Principal in identifying any staff training needs, and deliver training as necessary.

3.4 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

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 will receive training on the Equality Act as part of their induction, and all staff receive refresher training every academic year. The academy has a designated member of the senior leadership team with strategic responsibility for personal development, including equality issues. They regularly liaise regarding any issues and make senior leaders and governors 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;
- taking steps to meet the particular needs of people who have a particular characteristic (eg enabling Muslim pupils to pray at prescribed times);
- encouraging people who have a particular characteristic to participate fully in any activities (for example encouraging all pupils to be involved in the full range of academy enrichments, clubs and opportunities).

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 upon request to governors, identifying improvements for specific groups; and
- publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils.

6 Fostering Good Relations

2.1 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 formal and informal 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 and other organisations to speak at assemblies and/or in lessons;
- encouraging and implementing initiatives to deal with tensions between different groups of pupils within the academy, for example the academy student leadership team has representatives from different year groups and is formed of pupils from a range of backgrounds - all pupils are encouraged to participate in the academy's activities, enrichments and opportunities;
- developing 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

8.1 To audit the demographics of the academy and promote cultural understanding and awareness of different religious beliefs and cultures within the academy community.

8.2 To monitor and promote the involvement of all groups of students in the extra-curricular life of the academy, including opportunities to represent and support the academy to ensure that all students receive this cultural capital entitlement.

8.3 To review the taught curriculum to further improve diversity and positive representation across the curriculum.

8.4 To diminish gaps in attainment and progress between students and all groups of students, especially those that exist between boys and girls, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from different heritage groups.

8.5 To further reduce the incidence of any use of homophobic, sexist and racist language by students.

9 Monitoring Arrangements

9.1 The Principal will update the equality information published at least every year.

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

9.3 This document will be approved by the Principal.

10 **Links With Other Policies**

10.1 This document links to the following policies:

- Accessibility Plan
- Risk Assessment
- Behaviour
- Student Equality Opportunities