



# Equality Policy and Objectives

**Author:** Christie Cavallo

**Ratified:** June 2020

**Review Date:** June 2023

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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 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

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. Monitoring and Review

The headteacher is responsible for co-ordinating the monitoring and evaluation. She is responsible for:

- Providing updates on equalities legislation and the academy's responsibilities in this regard;
- Supporting positively the evaluation activities that monitor the impact and success of the policy on pupils from different groups, e.g. SEND, Children in Care, Minority Ethnic including Traveller and EAL pupils and Free School Meals, and reporting back to the Board of Trustees, in the following recommended areas:
  - Pupils' progress and attainment
  - Teaching and learning
  - Behaviour discipline and exclusions
  - Attendance
  - Admissions
  - Incidents of prejudice related bullying and all forms of bullying

- Parental involvement
- Participation in extra-curricular and extended school activities
- Staff recruitment and retention
- Visits and visitors

#### **4. Promoting Equality**

##### **Promoting Equality: Curriculum**

We aim to provide all our pupils with the opportunity to succeed. To achieve this we will ensure:

- Curriculum planning reflects a commitment to equality;
- The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the academy;
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality;
- The promotion of attitudes and values that celebrate and respect diversity, and challenge discriminatory behaviour and language wherever it occurs;
- The use of images and materials which positively reflect a range of cultures, identities and lifestyles.

##### **Promoting Equality: Achievement**

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

- Adults in the academy will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity;
- It is important to identify the particular needs of individuals and groups within the academy and to use targeted interventions to narrow gaps in achievement;
- A range of teaching methods is used throughout the academy to ensure that effective learning takes place at all stages for all pupils.
- All pupils are actively encouraged to engage fully in their own learning through our Growth Mindset approach.

##### **Promoting Equality: The ethos and culture of the academy**

- At The Southwater Infant Academy, we are aware that those involved in the leadership of the academy community are instrumental in demonstrating mutual respect between all members of the academy community;
- Our Core Values reflect our commitment to promote equality
  - Respect
  - Kindness
  - Honesty
- We strive to achieve a feeling of openness and tolerance which welcomes everyone to the academy;
- The children are encouraged to greet visitors to the academy with friendliness and respect;
- The displays around the academy reflect diversity across all aspects of equality and are frequently monitored;
- Reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account wider access to academy information and activities);
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of assemblies, and classroom based and off-site activities;
- Pupils' views are actively encouraged and respected. Pupils are given an effective voice for example, through the School Council, Eco Council, Fairtrade Council, and pupil surveys;

- Positive role models are used throughout the academy to ensure that different groups of pupils feel welcomed and included.

### **Promoting Equality: Staff Recruitment and Professional Development**

- All posts are advertised formally and open to the widest pool of applicants;
- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality of opportunity.
- Steps are taken to encourage people from under-represented groups to apply for positions at all levels of the academy;
- Access to opportunities for professional development is monitored on equality grounds;
- Equalities policy and practice is covered in all staff inductions;
- All supply staff and contractors are made aware of the equalities policy and practice;
- Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review.

### **Promoting Equality: Countering and Challenging Harassment and Bullying**

- The academy counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and trustees;
- The academy has a clear, agreed procedure for dealing with prejudice related bullying incidents and the headteacher is responsible for recording and monitoring incidents;
- The academy reports to trustees on an annual basis the number of prejudice related incidents recorded in the academy.

### **Promoting Equality: Partnerships with Parents/Carers and the Wider Community**

The academy aims to work in partnership with parents/carers. We:

- Take action to ensure all parents/carers are encouraged to participate in the life of the academy;
- Maintain good channels of communication, e.g. through parent forums, to ensure parents' views are captured to inform practice;
- Encourage members of the local community to join in academy activities and celebrations;
- Ensure that the parents/carers of newly arrived pupils e.g. EAL, Gypsy, Roma and Traveller or pupils with disabilities are made to feel welcome.

## **5. Responsibility for the Policy**

In our academy, all members of the academy community have a responsibility for promoting equalities.

The Board of Trustees has responsibility for ensuring that:

- The academy complies with all equalities legislation relevant to the academy community;
- The academy's equalities policy is maintained and updated regularly; and that equality schemes are easily identifiable (these may be included within the Academy Development Plan, the academy's Accessibility Plan or may be stand alone documents);
- The actions, procedures and strategies related to the policy are implemented;
- The Board will have an overview on all prejudice related incidents or incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents.

The Headteacher and Senior Leadership team has responsibility for:

- Providing leadership and vision in respect of equality, in partnership with the Board of Trustees;
- Overseeing the implementation of the equality policy and schemes;

- Co-ordinating the activities related to equality and evaluating impact;
- Ensuring that all who enter the academy are aware of, and comply with, the equalities policy;
- Ensuring that staff are aware of their responsibilities and are given relevant training and support;
- Taking appropriate action in response to any prejudice-related incidents.

All academy staff have responsibility for:

- The implementation of the academy's equalities policy and schemes;
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination.
- Keeping up to date with equalities legislation.

## 6. Equality objectives 2020 - 2024

**Equality objective 1: To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.**

### Why we have chosen this objective:

To ensure that our academy community understands that we live in a diverse country that recognises, celebrates and tolerates different views, faiths and cultures.

### To achieve this objective we plan to:

Deliver specific programmes through our PSHEC and E4S provision and provide support for staff to ensure that they have the necessary resources to implement this provision.

Promote other faiths, denominations and cultures through invitation of guest speakers and visits.

Provide staff meeting time given to Global Citizenship and E4S training.

**Progress we are making towards achieving this objective:**

Preparation of the new PSHEC and E4S curriculum has started in the summer term 2020.

A review and revision of the curriculum is underway, with Respect for Diversity as a key driver throughout.

**Equality objective 2: To increase the level of pupil voice by extending our traditional school council to include a fair representation of all pupils in the academy, and in this way to foster good relationships in the academy between those who have protected characteristics and those who do not.**

**Why we have chosen this objective:**

To ensure that our school council has a fair and even representation of gender, race, culture and faith. This will enhance the academy's ability to make decisions relevant to all children within the school community.

**To achieve this objective we plan to:**

Use a class voting system as in previous years to ensure a democratic system for school council selection, but to also invite members onto the council to facilitate a broader representation of our academy community.

**Progress we are making towards achieving this objective:**

## **7. Monitoring arrangements**

The headteacher will update the equality information we publish, (described in section 4 above), at least every year.

This document will be reviewed by the headteacher and Board of Trustees at least every 4 years.

This document will be approved by the Board of Trustees.

## **8. Links with other policies**

This document links to the following policies:

- Accessibility plan
- SEND Policy