

## EQUALITY OBJECTIVES

This document has been produced taking into account all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community. These equality objectives are published in keeping with requirement to do so in Equality Act 2010 and ensure protection from discrimination, harassment or victimisation on the grounds of specific characteristics including;

- Age (for staff only)
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

As a public organisation, we are required to:

- Have due regard to the Public Sector Equality Duty when making decisions, taking action or developing policy and practice;
- Publish information to show compliance with the Equality Duty; and
- Publish Equality Objectives which are specific and measurable.

<b>Objective</b>	<b>Action</b>	<b>Monitoring/ Review/ Evidence</b>	<b>Impact</b>
<p>Ensure that all stakeholders and members of the community are consulted on the development, review, evaluation and impact of all relevant improvement plans, procedures and policies including equality objectives.</p>	<p>Share policy with all stakeholders and members of the community.</p> <p>Encourage comments from staff, parents, governors and other stakeholders.</p> <p>Regularly review equality policy and objectives as appropriate.</p> <p>Provide hard copies on request for access to policies where stakeholders may not be able to access the internet.</p>	<p>LGB/ Parents forum mins</p> <p>Emails to staff</p> <p>Letters/ Blogs to parents.</p> <p>Policy will be available to all on Academy website.</p>	<p>All stakeholders are aware of expectations and shared vision in relation to equality and diversity.</p>
<p>Collect and analyze available information and data without discrimination in relation to micro-populations across the Academy.</p> <p>Provide analysis in order to ensure that all students are achieving and making progress in relation to suitable learning targets.</p> <p>Ensure that appropriate intervention is put into place if necessary in order to overcome any barriers to learning, ensuring that there are purposeful means to evaluate effectiveness of the interventions, actions or support put into place to support all students regardless of micro-populations.</p>	<p>Keep accurate records in relation to the profile of students/ staff at the Academy – sharing them with stakeholders as appropriate.</p> <p>Information regarding Special Educational Needs and Disability (SEND) will be collated on enrolment in order to ensure that the school can meet the individual needs of all students.</p> <p>Performance, attendance and behaviour data of all students and micro-populations will be analysed so that action can be taken to support all in fulfilling their potential regardless of their characteristics.</p>	<p>Curriculum Area Leads and Heads Of Year management tasks, data analysis and evaluations.</p> <p>Pastoral intervention trackers.</p> <p>SEND and pastoral support documents</p>	<p>All students are supported in fulfilling their potential by putting actions in place to meet individual needs.</p> <p>Enhanced student and staff well being</p>

<p>Ensure that the wider Academy curriculum makes explicit and implicit provision to promote and celebrate diversity and a cohesive community.</p> <p>The Academy will promote role models inside and outside the curriculum of different ability, gender, sexual orientation, race or religion or representing any protected characteristic.</p> <p>Provide opportunities for students and staff to engage with members of the wider community and support raising awareness of different cultures, faiths and lifestyles through the Academy's Future Me provision, through Future Me days, assemblies, co-curricular opportunity and within taught lessons.</p> <p>Provide every opportunity for students to embrace British Values; Democracy, Rule of Law, Respect and Tolerance, and Liberty.</p> <p>The Academy will support national events and themed weeks to promote equality and diversity; including but not exclusive to; Red Card Against Racism, Anti-homophobia week and anti-bullying week.</p>	<p>We will arrange Future Me days recognising and celebrating diversity, with visiting speakers including but not exclusive to; LGBT, Holocaust Trust, Ethnic Diversity Team, Signright and visits to places of worship</p> <p>We will embrace a fair recruitment strategy – gathering appropriate information regarding characteristics on application for monitoring.</p> <p>We will actively facilitate Continuing Professional Development and other development opportunities for all, including those who may identify with a protected characteristic.</p> <p>We will provide access to information and support to students and staff with identified characteristics.</p> <p>We will place posters around the Academy of positive and inspirational role models across a range of characteristics.</p> <p>We will track promotion of equality and diversity across the curriculum and within co-curricular opportunities. We will utilise Academy work scrutiny documents highlighting work across the curriculum in relation to equality, diversity and Future Me.</p> <p>We will arrange events for Anti-homophobia week, Anti-bullying week and Red Card against racism in support of the Beliefs curriculum</p> <p>We will adopt a zero tolerance approach to bullying and discrimination in the Academy/workplace.</p>	<p>Future Me tracker and evaluation documents</p> <p>Future Me day plans and records</p> <p>Assembly files/rotas</p> <p>Academy website and social media accounts</p> <p>Anti-bullying events – documents/logs of discriminatory behaviour and actions taken.</p>	<p>Culture and ethos of the Academy is inclusive – students have access to a wide range of positive role models and opportunities to encourage respect and tolerance and acceptance of diversity.</p> <p>Students are proactive in being instrumental in providing opportunities to celebrate difference and embrace tolerance for others.</p> <p>All individuals have access to support for mental health in relation to needs arising from individual characteristics.</p> <p>Enhanced student and staff well being</p>
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<p>We will work to remove any barriers faced by individuals as a result of their protected characteristics.</p> <p>We will work with other stakeholders and agencies as appropriate to address individual needs, regardless of their characteristics.</p>	<p>Accessibility and Special Educational Needs policies will be regularly updated and available on Academy website with hard copies available from the school office on request.</p> <p>Curriculum Area Leads and Heads Of Year management tasks will identify barriers and make referrals for students as appropriate to meet their needs regardless of their characteristics.</p> <p>The Human Resources department will work with staff to complete risk assessments or overcome barriers to work on a case by case basis regardless of their characteristics.</p>	<p>Academy website and policies</p> <p>Intervention trackers</p> <p>Student referrals</p>	<p>All students are inspired and provided with individual and bespoke support to fulfil their potential.</p>
<p>Employ systems to maintain high standards of behaviour and respect for others throughout the Academy. Ensure that any incidents of discrimination are recorded, monitored and addressed appropriately. Information will be reported to other stakeholders where appropriate.</p> <p>Eradicate the use of homophobic, sexist, racist or other discriminative language in the Academy.</p> <p>Where any incidents occur of discrimination we will support both victims and perpetrators in addressing unacceptable discriminatory attitudes. Systems will be put into place to evaluate effectiveness of any intervention put into place.</p>	<p>Incidents of homophobia, sexism, racism, and discrimination will be recorded and logged separately and reported to stakeholders as appropriate.</p> <p>Where there are incidents of discrimination appropriate support will be put into place to support students involved and the effectiveness of action taken will be evaluated.</p> <p>We will address and challenge all incidents of discriminatory language including providing intervention and education. There will be Zero tolerance of discriminatory language.</p> <p>Incidents will be reported to the Local Authority and Governors on a periodic basis.</p> <p>We will provide staff training (both online and face to face, covering ,but not limited to, _ safeguarding, prevent and extremism etc.</p>	<p>Incident log file/ statements from students, Incident record sheets and the Intervention tracker/resources</p> <p>Preventative support file, safeguarding School Information Management System behaviour records and analysis</p>	<p>Staff are equipped to recognise incidents of hatred and discrimination and are supported in dealing with them effectively.</p> <p>Records are kept to inform intervention practices and monitor their effectiveness.</p>

<p>Actively challenge all incidents of hatred or discrimination that may be characteristic of extremism or radicalisation. We will work with the Police/Prevent in relation to such concerns as appropriate.</p>	<p>Prevent referrals will be recorded in the Child Protection Online Management System (CPOMS)</p> <p>We will analyse and report, as appropriate, incidents that arise, actions taken in response and any impact as a result of actions taken.</p>	<p>Governors meetings minutes</p> <p>Staff CPD logs</p>	
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