



EQUALITY INFORMATION AND OBJECTIVES POLICY

The Academy puts in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community and workforce.

Legal Framework

This Policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011
- Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- General Data Protection Regulation (GDPR).

This Policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'

This Policy operates in conjunction with the following Academy policies:

- Admissions Arrangements
- Complaints Procedures Policy.

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations.

For the purpose of this Policy, the Equality Act 2010 will be referred to as 'the Act'.

The Premier Academy fully understands the principles of the Act and ensures those with protected characteristics are not discriminated against and are given equal opportunities. The Academy stands against **all** forms of discrimination, victimisation and harassment.

A protected characteristic, under the Act, is as follows:

- Age
- Disability
- Race, nationality, ethnic or national origin
- Religion and belief
- Sex
- Transgender / Gender reassignment
- Sexual orientation
- Marriage and civil partnership (for employees)
- Maternity and pregnancy.

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a child or potential child:

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

The responsible body for the Academy is the Governing Body.

The Academy's liability not to discriminate, harass or victimise does not end when a child has left the Academy, but will apply to subsequent actions connected to the previous relationship between school and child, such as the provision of references on former pupils or access to "old pupils" communications and activities.

Principles

We see all staff, learners and potential learners, and their parents and carers, as of equal value.

Our policies, procedures and activities do not discriminate but do take account of differences of life-experience, outlook and background, and the kinds of barrier and disadvantages which people may face in relation to protected characteristics.

To clarify, transgender people are explicitly covered by the gender equality duty. For the purposes of this document, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. The Academy respects the confidentiality of those seeking gender reassignment and provides a supportive environment within the school community.

The Academy is opposed to all forms of prejudice and recognises that children who experience any form of prejudice related discrimination may fare less well in the education system.

We recognise people have different needs, and we understand that treating people equally does not always involve treating them the same. We recognise that for some children extra support is needed to help them achieve and be successful.

Aims

Promote justice, equality of opportunity and fair treatment for all and thereby allow all children to achieve the level of success and self-respect, which they deserve.

Instil in children an awareness of equality and establish an environment where school becomes effective in reducing prejudice and raising self-esteem.

Provide an environment where discrimination, in all forms, is continually challenged.

Challenge stereotypical views of society through appropriate curriculum teaching.

Provide a curriculum and opportunities that allow all children to understand, respect and value difference and diversity and to learn about the experiences and achievements of different communities and cultures, which is supported by resources that reflect the diverse communities of modern Britain.

Ensure the Academy is a safe, secure and stimulating place for everyone.

Ensure people from different groups are consulted and involved in decision-making.

Ensure no one experiences harassment, less favourable treatment or discrimination because of any protected characteristic.

Roles and Responsibilities

The Governing Body will:

- Ensure that the Academy complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives.
- Ensure that the Academy's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.
- Ensure that the Academy's Admissions Arrangements 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 Body.
- Proactively recruit high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and continuous professional development.

The CEO will:

- Ensure that all parents, visitors and contractors are aware of and comply with the provisions of the Academy.
- 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.
- Engage with a range of groups and individuals to ensure those who are affected by policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.
- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion.

Employees will:

- Foster positive attitudes and relationships, and a shared sense of cohesion and belonging, and ensure this is promoted through practice.
- Ensure promotion of an inclusive and collaborative ethos in the Academy, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, and show appropriate support for children with additional needs and maintain a good level of awareness of issues surrounding equality.
- Address and report any issues of harassment or bullying in the Academy, in line with Academy procedure.
- Identify and challenge bias and stereotyping within society through the curriculum.
- Monitor children's progress and academic needs to ensure appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending appropriate training.

Children will:

- Not discriminate or harass any other child or staff member.
- Actively encourage equality and diversity in the Academy by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to a member of staff.

Objectives

Whilst continuously aiming to improve the implementation of equality related procedures, the Academy has established the following objectives:

1. Monitor changes to the curriculum to ensure they result in good outcomes for children in all vulnerable groups, and to review the curriculum in light of new performance measures.
2. Maintain high quality support for children in all vulnerable groups.
3. Use new technologies to support children in all vulnerable groups in accessing their learning. With special investigation taking place regarding the use of technology in modern foreign languages, internal exams and group work.

The Academy monitor progress of all children and narrows identified gaps in achievement.

Due Regard For Equality

The information below is a summary of how we eliminate discrimination, harassment and victimisation in The Premier Academy:

Our Governing Body has had training on the Equality Act 2010.

We keep an accurate record, where possible and appropriate, of the protected characteristics of our children and employees.

We have a Behaviour Policy that recognises the importance of desirable behaviour and that it is important to celebrate and acknowledge it. Teaching children the value of mutual respect, tolerance, celebration of strengths, honesty, caring, and accepting responsibility promotes positive behaviour.

We have an Anti-Bullying Policy, which iterates that the Academy will not tolerate bullying of any kind.

We deal promptly and effectively with all incidents and complaints of bullying and harassment that may include cyber-bullying and prejudice-based bullying related to disability or special educational need, ethnicity and race, gender, religion and belief or sexual orientation. We keep a record of all such incidents and notify those affected of what action we have taken.

We have a Special Educational Needs and Disability Policy, which outlines the provision the Academy makes for children with SEND.

Admission arrangements collate data on our child population, shares vital policies with parents/carers and an agreement is signed by the parents/carers and the Academy to promote the vision, ethos and values of the Academy.

Our complaints procedure clearly sets out how we deal with any complaints relating to the Academy.

We observe and implement the principles of equal opportunities and non-discrimination in our employment practices.

We have clearly defined procedures for addressing staff discipline, conduct and grievances.

We have a staff code of conduct, which promotes accountability, confidentiality, teamwork and the development of professional relationships.

Collecting and Using Information

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.

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.

The Academy will use the information obtained to analyse any gaps present in equality documentary.

Any personal data the Academy collects will be processed in accordance with the Data Protection Policy.

Publishing Information

The Academy will publish information to demonstrate its compliance with the Act.

The Academy will publish information relating to persons within the school community who share relevant protected characteristics.

Gender Reassignment

The Equality Act 2010 ensures legal protection against discrimination (direct or indirect) for everyone under the protected characteristics mentioned previously, including gender reassignment.

A person has the protected characteristic of gender reassignment if that person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

All members of staff and children have a right to privacy, which includes the right to keep one's transgender status confidential. Academy staff should not disclose information that may reveal a child or staff's transgender status.

The Academy will appoint a staff member, in whom any transgender child can confide and who can deal with any issues that may arise, for instance bullying or harassment.

A child seeking gender reassignment or in need of support relating to gender identity issues is referred to the specialist service unique to the NHS - Gender Identify Development Services

(GIDS). GIDS are commissioned to work with children and young people up until their 18th birthday and have a range of specialists with experts in child and adolescent psychiatry, psychology, social work, psychotherapy, family therapy and paediatric endocrinology.

Promoting Equality

In order to meet our objectives, we have identified the following priorities:

Providing auxiliary aids that are directly related to disabled children's educational needs as a reasonable adjustment so they can integrate wholly in all parts of Academy life.

Ensuring children have access to extra-curricular activities and residential visits.

Taking seriously any form of prejudice-motivated bullying and dealing with incidences equally and firmly.

Using differential schemes of work designed to meet the abilities and learning styles of all children.

Having a clearly defined disciplinary system, which is consistently enforced.

Increasing access for disabled children to the curriculum and taking necessary steps to meet a child's needs by using a variety of approaches and planning reasonable adjustments for disabled children, enabling our children to take as full a part as possible in the activities of the Academy.

Ensuring there is adequate access to the physical environment of the Academy.

Ensuring appropriate delivery of written information to disabled children and parents.

Working closely with advisory staff and outside agencies.

Throughout the year, the Academy will plan ongoing events to raise awareness of equality and diversity.

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.

Bullying and prejudice will be carefully monitored and dealt with accordingly.

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.

Addressing Prejudice Related Incidents

The Academy will ensure that children and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.

If incidents still occur, the Academy will address them immediately and report them in line with DfE guidance.

Uniform / Dress Policy

The Academy ensures that blanket uniform policies do not discriminate against any of the protected characteristics.

The Academy is sensitive to the needs of different cultures, races and religions and acts reasonably in accommodating these needs, without compromising important academy policies, such as safety or discipline.

Curriculum

All children are entitled to access a curriculum and to teaching and learning opportunities, which meet their needs, including extra support where this has been identified as a statutory need. When planning the curriculum, the Academy takes every opportunity to promote and advance equality.

Our unique and personalised PSHEE curriculum ensures children are taught about equal opportunity through a range of diverse, engaging and age appropriate lessons, all supported with suitable resources.

Monitoring and Review

The Governing Body will review this Policy every four years.

This Policy will be monitored and evaluated in the following ways:

- Individual attainment data
- Equal opportunities recruitment data
- Equality impact assessments
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying.

Any changes made to this Policy will be communicated to all members of staff.

The next review date is October 2024.