



EQUALITY AND DIVERSITY STATEMENT

Policy Number	0078		Policy Author	G Smith
Date of Issue / reviewed	July 2023		Policy Ownership	Finance & Operations
Agreed by Governors	Sept 2022		Date of Next review	July 2024
Reviewed by Governors	May 2024			

EQUALITY AND DIVERSITY STATEMENT

The trust is required to hold and publish information about how we comply with the Public Sector Equality Duty. This is addressed within our Equality and Diversity Statement below.

LEGAL DUTIES

As a trust we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- ethnicity
- gender
- gender reassignment
- maternity and pregnancy
- religion and belief, and
- sexual identity
- Marriage and Civil Partnership

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions

We will not publish any information that can specifically identify any individual child or adult

- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

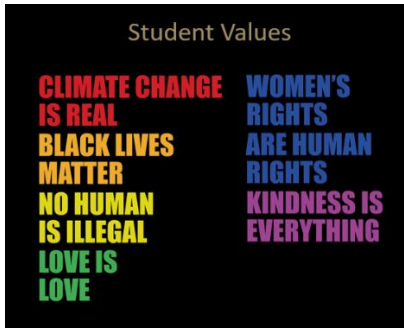
We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

EQUALITY OBJECTIVES 2023/24

Whatever the demographics of the local community, our students are growing up in a wider multicultural and multiracial society where they are subject to various attitudes towards minority groups, certain images of these groups portrayed by the media and their own unconscious bias. The school's Equality and Anti-Racism Objectives should be read in conjunction with the Accessibility Policy and the Equality and Diversity Policy.

ETHOS & VALUES

Our students have agency over the values we promote as an Academy. Our 6 student led values represent our role as UNICEF Gold Rights Respecting Ambassadors, the values of our curriculum and are at the heart of our work in promoting activism in our young people.



The trust stands against all forms of discrimination on the grounds of age, disability, gender reassignment, ethnic origin, religion, sexual orientation, gender, disability or ability.

This is achieved through the following objectives:

1. Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.
2. Monitoring and promotion of the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs and disabilities.
3. Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.
4. Ensure accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.
5. Endeavour to ensure diversity in the staff body and in leadership roles.
6. The deliberate promotion of our academy student led values in all aspects of academy life, including our curriculum, to all stakeholders.
7. Review relevant school policies to ensure they clearly reflect the aim of inclusivity.

ADDRESSING PREJUDICE RELATED INCIDENTS

Our trust and academies are opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system.

We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents.

If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

RESPONSIBILITY

We believe that promoting Equality is the responsibility of everyone in the school community:

School Community	Responsibility
Trust Board	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. The Trust board will also agree the Equality Statement and objectives.
Executive Leadership	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that the whole school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. Design and an inclusive curriculum
Senior Leadership	To support the executive leaders as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. Deliver an inclusive curriculum
Teaching staff	Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Non-teaching staff	Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated Support colleagues within the school community. Ensure that you are aware of your responsibility to record and report prejudice related incidents
Parent/Carers	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Students	Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Wider stakeholders/ community	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these

	Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.
--	---

We will ensure that the whole school community is aware of the Equality & Diversity Statement and our published equality information and objectives by publishing them on our school's website.

BREACHES

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

MONITORING AND REVIEW

We will review our objectives annually in relation to any changes in our school profile.

The trust board and academy leadership regularly review the progress we are making towards meeting our equality objectives and report annually on any matters arising from our monitoring of this.