



Equality objectives

Primary and Secondary Academies

October 2023

Introduction

This policy is based upon the provisions of the Equality Act 2010. We are committed to the avoidance of discrimination and to promote equality in all areas and aspects of our work and as an employer by challenging bullying and stereotypes and by creating an environment which champions respect for all.

Purpose

Our aim is to foster a secure and enjoyable environment which excites challenges and motivates each pupil, enabling them to reach their full potential.

This will be achieved through a broad and balanced curriculum with high quality teaching and learning opportunities.

We encourage relationships which are based upon respect and responsibility for each other, both within the school and the wider community. We aim to develop a partnership with parents in the all-round education of their children.

This will be provided in an environment that encourages creativity and co-operation and where individual efforts are valued and celebrated.

We recognise that it is unlawful for the academy to discriminate against a pupil, prospective pupil or any adult by treating them less favourably because of their: -

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy or maternity
- race
- religion or belief
- sex (gender)
- sexual orientation

We will not accept any of the following: -

- direct discrimination
- discrimination by perception
- harassment
- harassment by a third party
- indirect discrimination
- associative discrimination
- harassment by a third party

Our aims and objectives

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equalities Act.
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not

As part of the duty to advance equality of opportunity, our academies recognise the need to: -

- Remove or minimise disadvantage suffered by persons who share a relevant protected characteristic that are connected to that characteristic
- Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
- Encourage persons who share a relevant characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low

Clearly the duty to foster good relations requires the academy to tackle prejudice and promote understanding. This is central to the ethos of our Trust and has implications for the curriculum and all aspects of our academy's work.

Duties under the Equalities Act 2010

1. To prepare and publish equality objectives which will ensure we will meet our aims
2. To publish equality information which demonstrates compliance with our objectives
3. When undertaking the first two sets of duties, to engage with people who have a legitimate interest – including all staff (both teaching and administrative), parents, carers, pupils, local groups, organisations and individuals as appropriate.
4. Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins

Additional school specific information is available on our website: -

Academy	Weblink
Enfield Heights	www.enfieldheightsacademy.org.uk/equalities-information-annual
Heron Hall	www.heronhallacademy.org.uk/equalities-information-annual
Kingfisher Hall	www.kingfisherhallacademy.org.uk/equalities-information-annual
Woodpecker Hall	www.woodpeckerhallacademy.org.uk/equalities-information-annual

Responsibilities of the head teacher, staff, trustees and governors

The Chief Executive Officer and head teachers / head of school ensure our academies ethos will: -

- celebrate diversity, equality and achievement
- promote high expectations and positive attitudes towards disabled people and those from different ethnic and / or religious groups
- listen to and involve pupils, parents, carers and staff
- communicates behaviour expectations
- ensure that it welcomes applications for school places and jobs from all sections of the community
- ensure that incidents are reported, analysed and addressed swiftly and effectively
- apply best value without discrimination when purchasing goods and services

Staff will actively support this policy and the academy's implementation of it equalities objectives.

Parents and carers will be consulted on the policy and will be kept informed through newsletters and updates.

Visitors and contractors will be made aware of the policy through relevant signs around the academy and clauses in contracts.

The Trustees and Governors will involve and engage the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these through the academy development plan. They will consult with relevant parties regarding equalities issues where appropriate and encourage parents and members of the community from all ethnic and religious groups to become governors.

Arrangements for monitoring and evaluation

Trustees and the academy advisory committees will monitor the pattern and frequency of equality related incidents. They will receive reports from the head teacher / head of school and staff which will enable evaluation of the relevance of provision for dealing with equality related incidents (defined as any incident which is perceived by the victim or any other person to contravene this policy).