Equality Objectives & Policy 2025-28

The Policy will be reviewed either: • Every three years • When statutory guidance changes • When incidents may dictate the need for review		Date
Policy created by:	Sarah McGarvey/ Mathew Rogers	May 2025
School policy ratified by Local Governing Board by:	Jo Egerton	July 2025

Introduction

This document sets out the policy of The Albion Academy to equality and diversity; ensuring that all students and staff are safe and able to thrive in a positive learning environment in keeping with its core mission, vision and values. Tolerance, mutual respect, honesty and co-operation are fostered across the curriculum and aspects of school life. We are committed to the development of the whole person (including students and staff) and are opposed to any example of discrimination. We strive to maximize the potential of members of the whole community regardless of Age (for staff only), Disability, Gender reassignment, Pregnancy and maternity, Race, Religion or belief, Sex, Marital status, Sexual orientation and welcome our duty as identified by the Equality Act 2010 to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

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 including:

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

This policy takes into account the following legislation and policy:

- Sex Discrimination Act 1986
- Race Relations Act 1976 – Amended 2000
- Disability Discrimination Act 1995 – Amended Disability Equality Duty 2005
- Sex Discrimination Regulations 2008
- Sexual Educational Needs and Disability Act 2001
- Children's Act 2004
- Education and Inspections Act 2006 – Including duty to promote community cohesion
- The (Employment) Equality Act 2010
- Equality Act 2010
- The SEND Code of Practice

Aim

- To provide a safe, secure environment where all members of the community can flourish, thrive and feel a sense of belonging in keeping with the Academy's values.

- Prepare children for life outside of the Academy as members of a diverse and cohesive society. Where all members of the community will be able to develop as active citizens on local, regional, national and international levels.
- All members of the community will respect and recognize the individuality and worth of members of different gender, religion, sexuality, disability, age, race and ethnicity.
- Plan to ensure that the Academy keeps abreast of new legislation and guidance in relation to equality and diversity.
- Ensure that inclusion is a thread that runs through activities and departments in the whole Academy and that all staff and students are aware of this philosophy.
- Monitor and provide non-discriminatory information about different groups/ micro- populations based on data.
- Use data appropriately to inform policy, intervention and decision making in working to ensure that all members of the community are treated/ supported equally and fairly regardless of age, disability, gender, race, religion, sex, pregnancy, marital status or sexual orientation.
- Monitor, challenge, record and address effectively and appropriately any incidents arising with regard to any discrimination.

Objectives

- To continue to provide an inclusive school environment that welcomes, protects and respects diversity
- To continue to close the gaps in attainment and achievement between students and all groups of students, especially:
  - Disadvantaged students
  - Students from different heritage groups.
  - Looked After Children
  - Students with Special Educational Needs and Disabilities
- To ensure that all students are given the opportunity to make a positive contribution to the life of the school, particularly focusing on developing greater aspiration opportunities for all students.
- To eradicate the use of homophobic, sexist, racist and other discriminative language by students in the school.
- To work in partnership with the students to ensure that the diverse student population is listened to and catered for.
- To review the accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas

Practice

- To achieve these aims and objectives we will, where appropriate
  - 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.
  - Collect and analyse available information and data without discrimination in relation to micro-populations across the Academy.
  - Provide analysis in order to ensure all students are making at least expected progress in relation to suitable learning targets. Ensure that appropriate intervention be put into place if necessary in order to overcome any barriers to learning – ensure that there are purposeful means to evaluate effectiveness of interventions/ actions or support put into place to support all students regardless of micro-populations.
  - We will work to remove any barriers suffered by individuals as a result of their protected characteristics, we will work with other stakeholders and agencies as appropriate to address individual needs regardless of characteristics.
  - Ensure that the wider Academy curriculum makes explicit and implicit provision to promote

and celebrate diversity and a cohesive community.

- Provide opportunities for students/ staff to engage with members of the wider community and support raising awareness of different cultures, faiths and lifestyles through the Academy's Character Curriculum.
- Provide every opportunity for students to embrace British Values; tolerance, liberty, rule of law, democracy and mutual respect for all.
- The Academy will support national events and themed weeks to promote equality and diversity through its Character Curriculum
- The Academy will promote role models inside and outside the curriculum of different gender, sexuality, ability, sex, sexual orientation, race or religion.
- The Academy will employ systems to maintain a high standard of behaviour and respect for others throughout the Academy.
- The Academy will ensure that any incidents of discrimination are recorded, monitored and addressed appropriately – information will be reported to other stakeholders where appropriate.
- 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.
- Actively challenge any incidents of prejudice, hatred or discrimination that may be characteristic of extremism or radicalization – we will work with police, and other bodies in relation to such concerns, as appropriate.
- Any discriminatory incidents will be reported to stakeholders as required.
- We will work to remove any barriers suffered by individuals as a result of their protected characteristics; we will work with other stakeholders and agencies as appropriate to address individual needs regardless of characteristics.
- Admission to the Academy will be in keeping with published criteria which address any issues to be taken into consideration regarding SEN status, Looked After Children.
- The Academy will attempt to gather any appropriate information during transition or entry to the Academy which may be appropriate in helping to monitor and ensure equality and diversity.

Equal Opportunity in Employment

- Vacancies will be advertised internally or externally as appropriate in order to allow equal opportunities to applicants who are likely to possess appropriate qualifications or relevant experience.

- In relation to staff* no job applicant or employee shall receive less favourable treatment because of his or her Age (for staff only), Disability, Gender reassignment, Pregnancy and maternity, Race, Religion or belief, Sex, Marital status, Sexual orientation. They will not be disadvantaged by any other condition that cannot be demonstrated justifiable.

- All involved in the appointment of staff on behalf of the Academy will be made aware of the policy – there may be training provided if appropriate in order to ensure that all involved with its implementation receive necessary guidance and training.

**staff refers to any employee whether full or part time or in temporary or permanent employment who acts on behalf of the Academy.*

Leadership, Management and Governance

- ### Responsibilities – The Governing Body

  - Ensure that the Academy complies with this policy from its implementation.

- Ensure that the Academy's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments so as to inform future plans.
- Ensure that they are informed of recording and reporting of incidents of discrimination at least annually.
- Follow the Academy's published admissions policies for the Academy.
- Have equal opportunities in staff recruitment, professional development and membership of the governing body.

- **Responsibilities – The Principal**

- To implement the policy, its strategies and procedures and ensure that all stakeholders are aware of this policy and have access to it.
- Ensure that all staff receive appropriate support and continued professional development in relation to equality and diversity.
- Actively challenge and take appropriate action in any cases of discriminatory practice.
- Ensure that any incidents of harassment or bullying are dealt with and recorded appropriately and that staff are aware of their responsibility to do so.
- Ensure that staff understand that prejudice related incidents can be a warning sign of extremism /radicalisation. Ensure that staff are aware of how to respond to such incidents appropriately to partner agencies.
- Report to governors annually regarding any incidents in relation to equality and diversity.

- **Responsibilities – All Staff**

- Be vigilant in all areas of the Academy in relation to any type of harassment and bullying and ensure that appropriate and fair action is taken in relation to any incidents that could be considered discriminatory.
- Ensure that any possible incident that contravenes this policy is recorded accurately and in keeping with Academy systems for monitoring such incidents and behaviours.
- Identify and challenge bias and stereotyping across the Academy in keeping with Academy values and commitment to bring out the 'best in everyone'.
- Ensure equal and fair access to support and opportunities regardless of protected characteristics.
- Ensure delivery of an inclusive curriculum embedding SMSC/ British Values.
- Working to ensure best outcomes/ support/ provision for all students regardless of micro-population or protected characteristics.
- Be a role model for students and treat all other staff and students with respect in keeping with the Academy's values.
- Breaches of the policy will be rigorously followed up using appropriate procedures and reported to the governing body/Sponsor as appropriate.

- **Responsibilities – Parents, Carers & Students**

- Parents are expected to support the Academy in its inclusivity and any action taken to promote British Values and awareness and tolerance of any of the protected characteristics.
- Parents are expected to support the Academy if appropriate in relation to any disciplinary action/ follow up support/ intervention taken in response to any possible incidents of discrimination involving their own children
- Parents are expected to follow the Parental Communication & Respect Policy in relation to their support for the Academy
- Students should embrace the Academy's mission of creating an inclusive community and embrace all activities/ opportunities provided to raise awareness of other cultures/ protected characteristics.

- Parents and students should be pro-active in reporting to the Academy any incidents that could be considered to be inappropriate in relation to this policy.

Policy Planning and Development

- Views of stakeholders will be taken into consideration in the implementation of this policy. There will be a systematic review of the impact of policies within an appropriate time scale.

Monitoring and Quality Assurance

- Target setting, reporting and analysis of data* will continue to ensure that all students are supported in fulfilling their potential including those of any disadvantage or vulnerable minority groups/ micro-populations.
- The Academy will continue to develop their management information system and data analysis procedures and ensure that data is considered in respect of Age (for staff only), Disability, Gender reassignment, Pregnancy and maternity, Race, Religion or belief, Sex, Marital status, Sexual orientation.
- The Academy will make every effort to evaluate the effectiveness of its Character Curriculum to promote equality and diversity.
- Quality assurance procedures for monitoring will be in keeping with agreed systems and evidence of implementation will be found in Academy improvement plans, lesson plans, schemes of work, Academy discipline records and data collection systems. Data collected will be used to inform further Academy planning, target setting and decision making
- This process will be continuously developed and monitored by the Academy's leadership team

Data will include achievement, attainment, behaviour incidents and action taken, learning targets set, attendance, exclusion and any other relevant information as appropriate