



# Thomas's

## ACADEMY

### EQUALITY INFORMATION AND OBJECTIVES POLICY AIMS

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## 1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty by having regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it
- Our school aims to promote respect for difference and diversity in accordance with our values-led approach and our Grow Together Cornerstone

## 2. Legislation and Guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

## 3. Responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head Teacher
- The equality link governor is Deborah Oyelakin. They will:
  - Meet with the designated member of staff for equality annually, and other relevant staff members, to discuss any issues and how these are being addressed
  - Ensure they are familiar with all relevant legislation and the contents of this document
  - Attend appropriate equality and diversity training



- Report back to the full governing board regarding any issues
- The headteacher will:
  - Promote knowledge and understanding of the equality objectives among staff and pupils
  - Meet with the equality link governor annually to raise and discuss any issues
  - Monitor success in achieving the objectives and report back to governors

#### **4. Eliminating Discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

The school has an equality link governor. They regularly liaise with the Head Teacher regarding any issues.

#### **5. Advancing Equality Of Opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- Analyse progress and attainment data each academic year considering how pupils with different characteristics are performing and implement actions in response to this information
- Share progress and attainment data of groups with different characteristics with Trustees annually
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

#### **6. Fostering Good Relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures



- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as after-school clubs.

## **7. Equality Considerations In Decision-Making**

The school ensures it has due regard to equality considerations whenever significant decisions are made. The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

## **8. Equality Objectives**

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

Thomas's Academy is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

### **Objective 1**

To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity in access and engagement

Why we have chosen this objective: to ensure our offer is inclusive so no group is disadvantaged.

**Progress we are making towards this objective:** Recently, we had an Iftar event. SLT will attend PTA meetings to encourage diversity in events. We continue to reach out to outside agencies to improve our after-school club offers. We offer free places for breakfast club.

### **Objective 2**

Increase the representation of male staff over a 4-year period (from this July to July in 4 years' time), so that this group increases to 25% of the teaching workforce.



Why we have chosen this objective: We have no male teachers and no male support staff based in classrooms currently.

To achieve this objective, we plan to widen where we advertise to get a larger pool of applicants.

**Progress we are making towards this objective:** We have a male supply teacher (May 24) and have employed a male apprenticeship teacher for September 24.

### **Objective 3**

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Why we have chosen this objective: To ensure people are aware of their unconscious bias and how they address this.

To achieve this objective, we plan to: implement annual training on this

**Progress we are making towards this objective:** We are using a new training platform called Safe Smart.

### **Objective 4**

To provide children with SEN equal access to the curriculum.

Why we have chosen this objective: We have a large number of children with SEN and we would like to work to better meet their needs.

To achieve this objective, we plan to: provide training to staff on neurodiversity, celebrate neurodiversity, ensure external support is sought where necessary, provide after-school clubs that are neurodiverse-friendly, adapt learning for children where appropriate.

**Progress we are making towards this objective:** For two years, we have celebrated Neurodiversity Week, staff have received training on Autism and ADHD, Records of Development have been created with the support of the SENDCO.

## **9. Monitoring Arrangements**

The Head teacher will update the equality information we publish at least every year.

This document will be reviewed by at least every 2 years.

This document will be approved by the governing board.

## **10. Links with Other Policies**

This document links to the following policies:

- Behaviour and Relationships Policy
- Equal Opportunities Policy

<b>This policy is reviewed every two years</b>		
September 2022	By	Miles Chester
May 2024	By	Suzanne Kelly

