



**CASTLE MEAD**  
**ACADEMY**

**EQUALITY POLICY**  
**INFORMATION AND OBJECTIVES**

## Policy Monitoring, Evaluation and Review

The policy will be promoted and implemented throughout the academy. The Local Governing Body will review the policy, unless there are significant changes in the interim period.

<b>Version:</b>	1.0
<b>Date created:</b>	19 <sup>th</sup> March 2019
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<b>Ratified by:</b>	Tom Hague
<b>Date ratified:</b>	01.09.2021
<b>Review date:</b>	01.09.2022

## Revision History:

<b>Version:</b>	<b>Date:</b>	<b>Author:</b>	<b>Summary of Changes:</b>

**Aims:**

**Our academy aims to meet its obligations under the public sector equality duty by having due 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.

**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.

This document also complies with the TMET funding agreement and articles of association.

**Roles and responsibilities:****The Academy Council will:**

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the academy, including to staff, scholars and parents/carers, and that they are reviewed and updated at least once every four years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal.

All academy staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

**Eliminating discrimination:**

The academy 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.

Academy outcomes and process are monitored to evaluate their impact on different groups and action taken to reduce gaps.

**Advancing equality of opportunity:**

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

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. scholars with disabilities, or scholars 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 scholars to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all scholars to be involved in the full range of academy societies)

**In fulfilling this aspect of the duty, the academy will:**

- Publish attainment data each academic year showing how scholars with different characteristics are performing.
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information.
- 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 scholars.

**Fostering good relations:**

**The academy 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, scholars will be introduced to literature from a range of cultures.
- Holding assemblies dealing with relevant issues. Scholars will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute.
- Encouraging and implementing initiatives to deal with tensions between different groups of scholars within the academy. For example, our academy council has representatives from different year groups and is formed of scholars from a range of backgrounds. All scholars benefit from compulsory enrichment which forms part of the school day, and furthermore are encouraged to participate in the academy activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

**Equality considerations in decision-making:**

The academy ensures it has due regard to equality considerations whenever significant decisions are made.

**The academy always considers the impact of significant decisions on particular groups. For example, when an academy trip or activity is being planned, the academy considers whether the trip:**

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

## **Equality objectives:**

### **Objective 1: Undertake an analysis of pay progression data and trends with regard to race, gender and disability, and report on this to TMET.**

Why we have chosen this objective: to ensure there is equality in pay and progression.

To achieve this objective, we plan to: report to the Trust annually.

Progress we are making towards this objective: finding ways to extract data and report meaningfully.

### **Objective 2: Have in place a reasonable adjustment agreement for all staff with disabilities by July, to meet their needs better and ensure that any disadvantages they experience are addressed.**

Why we have chosen this objective: to ensure all staff can manage their roles.

To achieve this objective, we plan to: ascertain needs at appointment stage and thereafter as they arise.

Progress we are making towards this objective: already in place.

## **Monitoring arrangements:**

The Principal will update the equality information we publish, [described in sections 4-7 above], at least every year.

## **Links with other policies:**

This document links to the following policies:

- Accessibility plan.