
Academy Equality Objectives

Preface

Whatever the nature of the local community, students are growing up in a wider multicultural and multiracial society where they are subject to various attitudes towards minority groups, and also certain images of these groups portrayed by the media. The academy's Equality and Diversity Objectives should be read in conjunction with the Accessibility Policy, the Equal Opportunities Policy and the Disability Scheme.

Ethos

Willow Green Academy stands against all forms of discrimination on the grounds of ethnic origin, religion, sexual orientation, gender, disability or ability.

Commitment to Staff

As an educational institution it is our duty to ensure equality of opportunity between people from different groups and foster good relations between people from different groups. And, we are bound to ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and disciplinary are determined on the basis of capability, qualifications, experience, skills and productivity. Under the Equality Act 2010, the categories of age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership and pregnancy and maternity are now known as 'protected characteristics'. It is unlawful to discriminate against any employee or student, directly or indirectly in because of any of the 'protected characteristics'. Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of a protected characteristic.

Pledge to Students

All pupils, regardless of any 'protected characteristics', will be equally and fairly monitored and supported to ensure that they make progress and fulfil their potential. All students, regardless of any 'protected characteristics', will be equally valued and have equal and fair access to all of the opportunities that the academy has available. All students, regardless of any 'protected characteristics', will have equal access to the curriculum, options, specialist support and independent advice to ensure that all decisions made about curriculum choices are in the best interest of every individual student. Through assemblies, SMSC, RE, and PSHE, all students with learn about and develop an understanding of different faiths from around the world. Through assemblies, SMSC, RE, and PSHE, all students with learn about and develop an understanding of British Values and what it means to be citizen living in modern Britain.

Objectives

The over-arching principles of the objectives are as follows:

- Promoting equal opportunities
- Eliminating unlawful discrimination
- Eliminating harassment
- Promoting positive attitudes
- Promoting British Values
- Promoting mutual respect, partnership working and collaboration
- Encouraging participation of disabled people in public life e.g. as a member of the Education Advisory Board.
- More favourable treatment/reasonable adjustment.

This is achieved through the following objectives (2018-19):

1. Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our academy community.
2. Monitoring and promotion of the involvement of all groups of students in the extra-curricular life of the academy, including leadership opportunities, especially students with special educational needs and disabilities.
3. Actively close gaps in attainment and achievement between students and 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. Continue to improve accessibility across the school for students; staff and visitors with disabilities, including access to specialist teaching areas.
5. Move beyond deterministic notions of fixed ability and to model teaching and learning behaviours that avoid labelling.
6. To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.

Through a range of activities we aim to enable our students to develop their:

- Self-knowledge, self-esteem and self-confidence;
- Their acceptance of responsibility for their behaviour;
- Their understanding of how they can contribute positively to the lives of those living and working in the locality in which the Academy is situated and to society more widely;
- Respect for their own and other cultures;
- Respect for other people, with particular regard to the protected characteristics set out in the Equality Act 2010
- Respect for democracy and support for participation in the democratic process.

Review of previous objectives (2017-18)

	How was this monitored?	What are the outcomes?
Increase participation from ethnic minority learners in after school activities.		
Narrow the gap in performance of disabled learners (including SEN registered)		
Raise attainment in English for male learners particularly in the Early Year and KS1		