



Staffordshire University Academy Trust		St. Edward's Academy Cheddleton Equality Policy				
Approved by:	SEAC LAC	Issue Date:	Spring 2021	Review Date:	October 2022	
Policy Owner:	Mrs E.Clifford					
Audience:	LAC	<input checked="" type="checkbox"/>	Trustees	<input type="checkbox"/>	General Public	<input checked="" type="checkbox"/>
	Staff	<input checked="" type="checkbox"/>	Parents	<input checked="" type="checkbox"/>	Pupils	<input type="checkbox"/>

Ethos and Context of Our Academy

St Edward's Academy Cheddleton (SEAC) is a Church of England school and has the values promoted by Christ, as shown in the Bible, at its heart. Our Christian Distinctiveness is embodied in what you see, hear and feel through our academy ethos, culture, values and curriculum. We are an inclusive academy where all God's children, and adults, are treated with dignity and respected for difference, diversity and ways of living. We encourage all members of our community to grow and flourish within the context of our Christian belief and practice regardless of challenges, age, ethnicity, gender, identity, learning difficulty, nationality, religion, sexual orientation or disability.

Our Vision

We will teach wisdom, model and expect respect for all. We will nurture compassion, responsibility, courage and perseverance, equipping our pupils for life in all its fullness as honest adults in our diverse and ever changing world. We aspire to work collaboratively with our academy, Multi-Academy Trust, local, national and global communities as by...

Learning and Caring Together '...they will flourish in the courts of our God' (Psalm 92:13)

Introduction

This scheme / plan takes into consideration and meets the requirements of the following policies, documents, legislation and guidance:

- The Equality Act (DfE 8th April 2010), which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, (DfE 9th September 2011) which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives
- The Equality Act 2010 and schools. (DfE May 2014)
- Valuing All God's Children (The Church of England Education Office Summer 2019)
- [SUAT's Equality Policy 2020-2022.](#)

Purpose

Tackling inequality is a major priority for St. Edward's Academy Cheddleton. We want to ensure that our young people stay healthy and safe; secure an excellent education and reach the highest possible standards of achievement; enjoy their childhood; make a positive contribution to society and the economy; and have lives full of opportunity, free from the effects of poverty. To achieve this, we must focus extra attention and support on those children, young people and families struggling against disadvantage and discrimination. We comply with non-discrimination provisions, are aware of our obligation under the Equality Act 2010 and are proud of the progress we have already made in tackling inequality thus far. We are, however, very aware of the need to continue to do more.

In this Equality Policy we set out our commitments for tackling inequality and discrimination. We have taken a rigorous approach to prioritisation to identify the key equalities issues we must address. In addition, we also present the action we will take on issues that we are unable to prioritise this year, but to which we will return in future years.

Our commitment as an academy is to ensure the delivery of services tailored and personalised to meet the needs of all children, young people and families. That means building on our excellent work in actively engaging and involving all stakeholders, listening and responding to their views and needs, and adapting our policies in this light. Our commitment to listen and respond also means sharpening the way we make and implement policy.

We need to be confident that, through the actions we set out in this Equality Policy, we as an academy will be taking positive steps to promote equality and eradicate discrimination for all whilst constantly considering the protected characteristics of the Equality Act 2010 which are:

- Age (as an employer but not applicable to pupils)
- Disability
- Sex
- Gender reassignment
- Race
- Pregnancy and maternity
- Religion or belief
- Sexual orientation

In doing this we are ensuring that every child has the chance to make the most of their talents and fulfil their potential.

Aims

This, our Equality Policy, shows how our policies and practice seek to achieve Equality for all. Our Equality objectives and actions to achieve these are a vital part of ensuring this. In particular we aim to,

- Raise awareness of equality & diversity.

- Ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of age, disability, race, gender, religion or beliefs.
- Ensure tolerance and respect towards individuals who identify with any of the protected characteristics.
 - Ensure that there is an equality of opportunity within our school.

Please refer to **SEAC's Equality Objectives Action Plan 2020-2024** (in Appendix A) for information about how we intend to address these objectives.

Roles and Responsibilities

At SEAC we recognise that our whole school community has a vital role to play to ensure that our academy offers equality for all. These roles are outlined below.

The Local Academy Council (LAC) will

- Regularly review their responsibilities under the Equalities Act 2010.
- Ensure that the equality information and objectives as set out in this policy are published and communicated throughout the school, including to staff, pupils and parents and that they are reviewed and updated regularly.
- Delegate responsibility for monitoring the achievement of the objectives to the Principal, Equalities Lead & Assistant Principal (Mrs E Clifford) and the Senior Leadership Team (SLT).

The Equality Link Governor (Mrs P Kinshott) will

- Meet with the Equalities Lead (Mrs E Clifford) every term, to review action plan progress towards meeting the objectives that have been set.
- Ensure they're familiar with all relevant legislation and the contents of this document.
- Attend appropriate equality and diversity training.
- Complete a LAC link form.
- Report back to the LAC.

The Equalities lead (Mrs E Clifford) will

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report to the Equality Link Governor / LAC.
- Identify any staff training needs including refreshers and awareness raising, delivering this provision as necessary.
- Ensure that quality induction enables all staff to develop a secure understanding of equality policy and practice at St. Edward's CE Academy, including the Equality Act 2010.

School Staff will

- Demonstrate an understanding of the equality information and objectives outlined within this policy.
- Work to achieve the aims of this Equality policy.

Parents and Pupils will

- Work with the school to achieve the aims of this Equality policy.

Monitoring and Evaluation

The Equalities lead will ensure that the implementation of this policy is monitored and evaluated by

- SLT and the LAC link on a termly basis, using the LAC link form to coincide with Leadership and Management Committee meetings.
- Pupils, parents and staff at least once per year through effective questionnaires and staff meetings.

This Equality Policy is to be reviewed every two years. The impact of actions to meet our Equality Objectives will be reported during this review. However, the Equality Objectives are to be reviewed every four years in accordance with DfE guidance -The Equality Act 2010 (Specific Duties) Regulations 2011, (DfE 9th September 2011).

Questions, Comments or Concerns

If you have any questions, comments or concerns in regards to the content of this policy then please contact our Equality Lead (Mrs E Clifford) via the school office.

	<p>-Establish communication methods to reflect and accommodate the diverse specific needs of parents and families.</p> <p>-Ensure that our induction process for new staff includes discussions around Equality.</p>	<p>Parents / Families with particular needs will be identified and communicated with accordingly.</p> <p>All staff new to school will have a thorough understanding of how we offer equality of opportunities for all.</p>	<p>Office – upon entry into school. DL – maintain link – ongoing as necessary.</p> <p>EC during the induction process for new staff.</p>	
<p>To ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the school’s diversity in terms of age, disability, race, gender, religion or beliefs.</p>	<p>-Embed our understanding of influential Christians.</p> <p>-As part of termly whole school awareness raising events / assemblies (see above), invite visitors into school who reflect and broaden the school’s diversity.</p> <p>-Establish / Plan connections within different areas of the curriculum to diverse role models and heroes.</p> <p>-Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and disability. (<u>Stonewall posters</u>)</p>	<p>Stakeholders will have a knowledge of our whole school influential Christians.</p> <p>Stakeholders will have a good awareness of equality and diversity; including heroes and role models.</p>	<p>SH -Autumn term 2020, 2021, 2022, 2023 Updates throughout the year.</p> <p>Child Champion Leads for Christian, ECO and Pupil council / EC Each term 2020-2024</p> <p>Curriculum Leads / EC Summer / Autumn 2021</p> <p>As curriculum changes, focus changes.</p>	
<p>To ensure tolerance and respect towards individuals who identify</p>	<p>-Embed an understanding of tolerance and respect towards others with any protected characteristics in our local, national and global communities</p>	<p>All stakeholders will understand how to and demonstrate tolerance and respect towards others,</p>	<p>EC / Staff Summer term 2021 As curriculum focus changes.</p>	

<p>with any of the protected characteristics.</p>	<p>through effective PSHE lessons, Current Affairs focus and other reflection times.</p> <p>-Establish new systems within the behaviour policy which are based on tolerance, respect, forgiveness and reconciliation and which include the accurate recording and reporting of prejudiced based bullying / incidents.</p>	<p>particularly those with protected characteristics via words, actions and behaviours.</p> <p>All stakeholders will understand how the school responds to positive and negative behaviours.</p>	<p>EC – summer term 2021 All staff use from Autumn term 2021. Update yearly.</p>	
<p>To ensure that there is an equality of opportunity within our school regardless of the protected characteristics.</p>	<p>-Ensure that ALL pupils have equal access to Quality First Teaching.</p> <p>-Remove barriers and make reasonable adjustments to ensure that everyone has equal access to the curriculum and school environment (SEND, EAL, PP, other religions / faiths, gender).</p> <p>-Raise the attainment of all pupils and close/ narrow gaps in educational achievement by monitoring data/ Quality First Teaching /Interventions for specific groups, including the lowest 20%.</p> <p>-Ensure that ALL pupils have equal opportunity to access clubs, sport and PE and residential visits. Positive discrimination – invites to specific individuals.</p>	<p>All children will receive equal opportunities in all areas of the curriculum / school life.</p> <p>Appropriate adaptations are made where necessary.</p> <p>Appropriate advice is sought where necessary.</p> <p>All staff will receive equal opportunities within school.</p>	<p>SLT / All staff</p> <p>Staff / EC / curriculum lead</p> <p>During Pupil progress discussions Staff / SLT</p> <p>Club leaders / JC</p>	

	<ul style="list-style-type: none">- Ensure as diverse representation as possible of all protected characteristics in ALL school councils and action groups.-Ensure early access to a range of professional services. Refer to SEND Policy / information report. Available on our website.-Plan for pupils who wish to opt out of acts of worship. E.g. for those of other faiths. Parents / Carers must provide alternatives.-Adhere to SUAT recruitment and retention policies and procedures which promote equality of opportunities.		Principal / SLT Updated / monitored prior to any recruitment needs	
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