

## EQUALITY OBJECTIVES STATEMENT

All schools in The Robinswood Academy Trust are inclusive communities where all members are of equal worth, treated fairly and with respect. We focus on the well-being and progress of every child and we want everyone to achieve their potential regardless of age, gender, ethnicity, ability or social background and will take steps to foster good relations, tackle prejudice and promote understanding between people from different groups.

### **Public Sector Equality Duty**

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.

There are nine **protected characteristics** in the Equality Act 2010 and we strive to ensure there is no discrimination for staff, parents/carers and pupils for any of these reasons:

- Age.
- Disability.
- Gender reassignment.
- Marriage or civil partnership (in employment only).
- Pregnancy and maternity.
- Race
- Religion or belief.
- Sex.
- Sexual orientation.

### **Eliminating discrimination and other conduct that is prohibited by the Act**

We give due regard to equality issues in everything that we do at the Robinswood Academy Trust.

We work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010 for all our staff, parents/carers, children and school visitors by:

### **Our Policies**

- Where applicable, our policies make explicit our aim to consider equality issues and, as policies are reviewed in line with the monitoring cycle, they will be edited to reflect this requirement.
- Our Behaviour Policy ensures that all pupils feel safe in school and addresses prejudicial bullying.
- Our Parent, Carer and Visitor Code of Conduct provides a reminder to all parents/carers and school visitors about expected conduct to ensure a respectful, safe and positive school environment.

### **Discrimination**

- All forms of discrimination by any members of staff, parents/carers, children and school visitors are to be treated seriously. A careful note will be kept of such incidents, whether they take place in the playground, corridors, school reception area or teaching areas. It should always be made clear to offending individuals that such behaviour is unacceptable.

### **Admission**

- Each school's Admission Policy does not permit sex, race, colour or disability to be used as criteria for admission.

### **Teaching and the Curriculum**

- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping.
- At registration, pupils' names should be accurately recorded correctly pronounced. Pupils should be encouraged to accept and respect names from cultures.
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success.
- Tracking pupil progress to ensure that all children make progress and intervening when necessary.

### **Personal, Social, Health and Citizenship Education (PSHE)**

- PSHE is delivered by implementation of the 'Jigsaw' scheme across the whole school to provide pupils with many opportunities to consider a diverse range of issues linked to moral and social situations.

### **Extra-Curricular Provision**

- Ensuring that all pupils can access extra-curricular provision.

### **Staff**

- The Trust values diversity amongst its staff.
- The Trust applies the principles of equality to recruitment of all staff.
- In all staff appointments, the best candidate will be appointed, based on strict professional criteria.
- All staff should be aware of possible cultural assumptions and bias within their own attitudes.

### **Advancing equality of opportunity between people who share a protected characteristic and people who do not share it**

We advance equality of opportunity by:

- Using the information, we gather to identify underachieving groups or individuals and plan targeted intervention.
- Ensuring participation of pupils in school development.
- Listening to parents/carers and school visitors.

### **Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it**

We foster good relations by:

- Ensuring that each school in The Robinswood Academy Trust is seen as a community school within its community.
- Ensuring that equality and diversity are embedded in the curriculum.

### **Equality Objectives**

To further support pupils, raise standards and ensure inclusive teaching, we have set the following equality objectives: -

- To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.
- To ensure effective use of pupil premium monies, closely monitoring its impact on disadvantaged pupils.
- To provide differentiated provision to meet all pupils learning needs, including those with Disabilities and/or Special Educational Needs and those identified as More Able Gifted and Talented.
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To ensure that the school environment is as accessible as possible for all pupils, staff and visitors.