



Wreake Valley Academy

Equality Objectives

Date of Review	January 2025
Date approved by Headteacher/SLT	15 th January 2025
Date of next review	Autumn term 2028

Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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

Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act (2010) [Equality Act 2010: guidance - GOV.UK](#) which introduced the Public Sector Equality Duty and protects 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 our funding agreement and scheme of delegation.

Roles and Responsibilities

The school will:

Promote knowledge and understanding of the equality objectives among staff and students

Monitor success and impact in achieving the objectives

All staff are expected to have an awareness of this document and an understanding of how to work to achieve the objectives in line with their roles.

Eliminating Discrimination

The school is aware of its obligations under the Equalities 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 Trustees are regularly reminded of their responsibilities under the Equality Act for example during meetings, CPD and INSET. New staff receive training on the Equality Act as part of the induction process.

Promoting equality of opportunity

As set out by the DfE guidance on the Equality Act, Wreake Valley Academy aims to promote and 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 subjected to homophobic bullying).
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim students to pray at prescribed times).

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

- Link on its website to a published attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups

Fostering good relationships

Wreake Valley 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, PSHE, assemblies and through other taught elements of the curriculum. For example, as part of the English Curriculum, students will be introduced to literature from a range of cultures.
- Holding assemblies dealing with relevant local priorities and issues. Pupils will be encouraged to take a lead in such assemblies and external and internal speakers will be invited to speak
- Encouraging and implementing initiatives to deal with tensions between particular groups of pupils within the school. All pupils are encouraged to participate in a range of extra curricular activities.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our whole-school approach.

Equality decisions in decision-making

Wreake Valley Academy 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 or events:

- Cuts across religious holidays
- Is accessible to pupils with disabilities

Equality Objectives:

Objective 1: To raise awareness of the 9 protected characteristics through the curriculum and school environment. Ofsted's [Equality and diversity impact assessment: inspecting protected characteristics - GOV.UK](#) updated on 31 August 2023 identifies that the following three characteristics are of particular relevance to the guidance:

- Religion or belief
- Sexual orientation
- Disability

Objective 2: To continue to assess and monitor gaps in progress and achievement between various groups at Wreake Valley Academy Equality Diversity Inclusions Measures (EDIMs):

- Identify barriers and support students in key groups with their school attendance in order to ensure that levels of persistent absence are lower than National levels for key groups of students.

1. **Objective 3:** Foster an Inclusive Environment: Implement a comprehensive anti-bullying program to reduce incidents of bullying related to race, gender, and sexual orientation over the next two years

Monitoring arrangements:

Wreake Valley Academy will review and update, when appropriate, the equality information we publish, at least every year. As part of the Public Sector Equality Duty (PSED). Schools are required to publish information to demonstrate how we are complying with PSED and prepare and publish equality objectives.