



Equality Objectives

Date of policy	1 st July 2020
Member of staff responsible	Mr A Smith
Review date	1 st July 2021

This document has been produced taking into account all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community. These equality objectives are published in keeping with requirement to do so in Equality Act 2010.

- Age (for staff only)
- Disability
- Marital status
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

This document is produced to help implement the Academy’s Equality and Diversity policy. These objectives are based on analysis of data and other sources of evidence and form particular focus for the academy. The academy’s progress towards meeting these objectives will be reviewed regularly.

Objective	Action	Personnel	Impact
Provide timely training opportunities for staff on equality and diversity where this is mandated by government or meets an identified need.	Specific INSET and information in staff briefings and CPD training as necessary.	Senior Leadership to provide necessary opportunities for training.	All staff to be aware of relevant legislation and responsibilities relating to equalities and diversity.
Reduce incidents of homophobic language amongst students, particularly when used as a matter of course or without knowing the true meaning of their words	Assemblies and poster campaigns to highlight incidents or recurring or specified language.	Heads of Year to monitor data sources to identify patterns/trends. Heads of Year to routinely remind students throughout the year about such language.	All staff and students will be aware of inadvertent homophobic language, decreasing and then mitigating its use where possible.

Create a culture of acceptance for differences based on protected characteristics	Identify curriculum and pastoral opportunities to look at other cultures, ethnicities and celebrations of diversity.	Senior Leadership to facilitate the participation of the academy in such activities where they have influence to do so. CALs to offer a curriculum that highlights protected characteristics and reinforces an acceptance of diversity.	A greater understanding of protected characteristics and tolerance of diversity. Accepting differences and taking account of needs based on protected characteristics.
	Use assemblies as an opportunity for collective worship or celebration of diversity.	Heads of Year to include assemblies that include diversity and protection of characteristics.	
	Recurring annual events or special occasions should be applied to the academy life. E.g. Olympic games and the diverse participation as a model for cooperation.	All staff should support activities and initiatives as directed and identify other opportunities to their line managers.	
	Reduce the use of gender terms where they are not necessary or would conflict with a gender identity.	All staff to use the terms male or female as needed. Use the terms boy and girl with individuals who are accepting of that gender identity. Leader of education with character will alter head boy/girl to Principal Student	

Policy Review

This policy is reviewed annually.

	Principal	Chair of Governors
Signature		
Name	Mrs T Holdsworth	Mrs S Lightup
Date		