

# Alexandra Academy Trust Equality Policy



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please contact the Alexandra Academy Trust.

For approval by the Curriculum and Standards Committee	Spring 2024
For Review Annually	Spring 2025

Signed \_\_\_\_\_ (Chair of Curriculum and Standards Committee)

Dated \_\_\_\_\_

# **Equality Policy**

## **Trust Mission Statement**

'Working together to create better futures'

### **Overview**

The Equality Act 2010 introduced a single, general duty for public bodies, including schools, and which extends to all 'protected characteristics' – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

### **Legislation and guidance**

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people 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.

The Alexandra Academy Trust will ensure that at every level, in all our work and throughout all aspects of the Academy Trust community and its life, all will be treated equally.

### **Aims**

The Alexandra Academy Trust aims to meet its obligations under the public sector equality duty by having due regard for the need to:

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum
- To advance equality of opportunity by ensuring that teaching and learning promotes equality and celebrates diversity.
- To eliminate any discrimination and other conduct that is prohibited by the Equality Act 2010
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share

- To ensure that learners and parents/carers/guardians are fully involved in the provision made by the Academy Trust and to increase transparency
- To ensure that within the Academy Trust's budget, adequate funding is provided to underpin this policy and that interventions, positive action and preventative action is funded where needed

## **Equality Objectives September 2024 - September 2025**

Under the Public Sector Equality Duty (PSED) the Alexandra Academy Trust is required to set Equality Objectives and the published information will be annually reviewed, updated and agreed with the Trust Board.

**Objective 1:** To analyse statistical data (admissions, attendance, attainment) to monitor any trends that could be the cause of discriminatory behaviour or actions

**Objective 2:** To raise awareness of the protected characteristics within school by implementing our PSHRE, British Values and No Outsiders curriculum; thus developing an awareness and understanding of diversity in the UK

**Objective 3:** To close gaps in attainment and achievement between pupils and all groups of pupils ; especially boys and girls, pupils eligible for free-school meals and Pupil Premium, pupils with Special Educational Needs and Disabilities, Looked-after Children and EAL pupils

### **Strategies**

- Monitoring, evaluation and review carried out by the Leadership Teams will ensure that procedures and practices within the Academy Trust reflect the objectives of this policy
- Parents/Carers/Guardians, Trustees and Governors will be involved and consulted about the provision being offered by each Academy
- Staff will ensure that their planning, teaching and learning takes account of this policy and they will see that the equality duty underpins all their work
- The diversity within our Academy Trust and the wider community will be viewed positively by all and this diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum
- Active contributions will be sought of parents/carers/guardians and others to enrich teaching, learning and the curriculum
- The positive achievements of all learners will be celebrated and recognised

## **Outcomes**

This policy will play an important part in the educational development of individual learners. It will ensure that all learners are treated equally and as favourably as others. The Alexandra Academy Trust will make all the responsible adjustments necessary to promote equal opportunity for all, in accordance with the requirements of the Equality Act 2010.

This policy should be read in conjunction with the following policies:

- Accessibility Plan
- Administration of Medication Policy
- Anti-Bullying Policy
- Asthma Policy
- Attendance and Punctuality Policy
- Cared-for-Children Policy
- Child Protection and Safeguarding Policy
- Complaints Policy
- Curriculum Policy
- Dignity at Work Policy
- Disability and Discrimination Guidelines
- Early Years Policy
- Educational Visits and Overnight Stays Policy
- Flexible Working Policy
- GDPR Policy
- Gender Reassignment Policy
- Grievance and Procedures Policy
- Health and Relationships Policy
- Health and Safety Policy
- Inclusion Policy
- Individual Curriculum Policies
- Intimate Care Policy
- Leave and Time Off Policy
- Medicines Policy
- Online Safety Policy
- Positive Behaviour Policy
- Positive Handling Policy
- Prevention of Extremism and Radicalisation Policy
- Special Educational Needs and Disabilities Policy
- Speech, Language and Communication & EAL Policy
- Staff Handbook (includes Staff Code of Conduct)
- Supporting Children with Medical Needs Policy
- Transition Policy
- Volunteers and Visitors Policy
- Whistleblowing Policy
- Young Carers Policy