

Equality Objectives – Great Barr Academy (2018-22)

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For our academy, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

The Equality Act says that schools and other public bodies must:

- Encourage good relations and ensure everyone has equality of opportunity.
- Eliminate unlawful discrimination, harassment and victimisation.
- Help make sure everyone has an equal chance to make the most of their lives and talents.

In line with our duties under the Equality Act, we assess our existing practices in relation to equality and consider objectives to help us improve further. We will publish equalities objectives every four years. This document identifies the equalities objectives that we have chosen to focus on over the next four years, from 2018 to 2022, to improve equality, diversity and inclusion across our academy. We recognise and take very seriously our broad responsibilities as an employer.

Introduction

Great Barr academy believes that all students should have the opportunity to be successful, whatever their starting point. We pledge an unswerving commitment to improve, accelerate and enable ambitious life goals for all young people in our academy.

As a result, promoting equality is at the heart of all we do. Our equality objectives cover how we consider equality when we are delivering education provision to young people, and how we will ensure that our own staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background have equality of opportunity. We aim to develop a culture of inclusion and diversity in which all those in our community feel proud of their identity and ability to participate fully in school life.

Objective One:

- 1.1 In our central policy development, we will pay due regard to the equality duty.
- 1.2 Senior leaders will ensure each policy contains information about the impact on equalities.
- 1.3 We will provide training for key staff in the implementation of each policy.
- 1.4 The Academy Council of Great Barr Academy will ensure they hold senior leaders to account for ensuring central policy promotes the equality duty.

Actions

To ensure that we meet these objectives, we will:

- Be clear that all policy development must consider the equality duty.
- Carry out regular quality assurance checks on work in our academy to ensure that academy leaders are acting in accordance with the relevant policies.
- Provide training to Academy Councillors, Senior Leaders and staff if weaknesses in practice are found or there are new developments they should be aware of.
- Report annually to the Board of Trustees on the quality of our work in this area and on any causes for concern that we may identify.

Success criteria

- Improved reporting on equalities to the Academy Council.
- Stakeholder groups recognise the academy's impact in implementing the equality duty to be of high quality.

Objective Two:

- 2.1 Great Barr Academy will promote equal opportunities for its entire workforce, tackling any issues of discrimination if it occurs.
- 2.2 We will continually review the diversity of our workforce.
- 2.3 We will provide training for senior staff in promoting the equality duty.
- 2.4 We will tackle any unfair treatment and inappropriate behaviour, particularly those with protected characteristics, reporting experience of concern.
- 2.5 Our endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.

Actions :

To ensure that we meet this objective, we will:

- Continue to monitor and evaluate the impact of our recruitment practices.
- Increase awareness of equalities, diversity and inclusion through communications and training.
- Ensure that all new employees undertake equality training and all managers undertake training in the equality duty.

Success criteria:

- Improved understanding of the equality duty by employees.
- Improved understanding of the protected characteristics by employees.
- No discrimination, bullying and harassment across the organisation.

Objective 3:

Great Barr Academy will promote cultural understanding, awareness and respect of different religious beliefs between different ethnic groups within our school community.

Actions:

- Assemblies will seek to address all faiths and cultures equally and present positive images of them.
- We will mark specific cultural festivals through themed food days in conjunction with our catering contractor.
- We will celebrate national cultural events like Black History Month.

Success Criteria:

- Improved cultural and religious understanding amongst the student body.

Objective 4:

Great Barr Academy will actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with

special educational needs and disabilities, looked after children and students from minority ethnic groups.

Actions:

- Senior Leaders and key post-holders will monitor the gaps in attainment and progress between disadvantaged and non-disadvantaged students, between SEND and non-SEND students etc.
- We will ensure that all students are supported in their learning and appropriate interventions will be put in place.

Success Criteria:

- There will be little or no difference in the attainment and progress between the disadvantaged and the non-disadvantaged students.