



# ASPIRATIONS

## EQUALITY INFORMATION AND OBJECTIVES (2020-24)

### Magna Academy Poole

Version control	
2023-09-01	Updated progress on objectives
2022-01-12	New template benchmarked against example document on The Key Other policy docs benchmarked against <a href="https://www.alderbrookprimaryacademy.co.uk/Equality-Information-and-Objectives/">https://www.alderbrookprimaryacademy.co.uk/Equality-Information-and-Objectives/</a> <a href="https://www.ridgewayprimaryacademy.org.uk/about_our_academy/equality_objectives/">https://www.ridgewayprimaryacademy.org.uk/about_our_academy/equality_objectives/</a> <a href="https://www.whitewater.hants.sch.uk/attachments/download.asp?file=245&amp;type=pdf">https://www.whitewater.hants.sch.uk/attachments/download.asp?file=245&amp;type=pdf</a>

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## 1. Introduction and aims

This document has been prepared and published in accordance with requirements of the [The Equality Act 2010](#) and [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#) to demonstrate how Magna Academy Poole complies with the public sector duty set out in paragraph 149 of the Act 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.

In preparing this document, consideration has also been given to Department for Education (DfE) guidance: [The Equality Act 2010 and academies](#).

This document also complies with the Academy's funding agreement and the articles of association of the Aspirations Academies Trust.

## 2. Roles and responsibilities

The Regional CEO and Regional Board will:

- Ensure that the equality information and objectives referred to in this statement are published and communicated throughout the academy, including to staff, students and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are updated at least every 4 years
- Delegate to the Principal the responsibility for the day to day monitoring of performance towards the objectives

In fulfilling these responsibilities the Regional CEO and, as appropriate, any member of the Regional Board given delegated responsibilities for Equality will:

- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Periodically meet with the Principal and other relevant staff members to discuss any relevant issues and how these are being addressed
- Report back to the full regional board regarding any significant issues

The Principal and staff to whom the Principal designates relevant responsibilities will:

- Promote knowledge and understanding of the equality objectives amongst staff and students
- Identify any staff training needs, and deliver training as necessary
- Meet with the Regional CEO (or relevant Regional Board member) periodically to raise and discuss any relevant issues
- Monitor success in achieving the objectives and report back to the Regional CEO and Regional Board

All the Academy's staff are expected to have regard to this document and to work to achieve the objectives as set out in appendix 1.

## 3. Fulfilling our responsibilities under the Equality Act

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It helps us in tackling issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

- All learners are of equal value
- We recognise and respect difference
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging
- We observe good equalities practice in staff recruitment, retention and development

- We aim to reduce and remove inequalities and barriers that already exist
- We have the highest expectations of all our children

Set out in subsections (a) to (c) are key measures taken by the Academy to fulfil the public sector duty set out in paragraph 149 of [The Equality Act 2010](#) .

The following measures are considered instrumental to the achievement of all aspects of the duty:

- Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.
- New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

### **3(a). Eliminating discrimination**

In complying with the provisions of the Equality Act 2010 relating to the elimination of discrimination, the following are key measures taken by the Academy:

- Where relevant, the Academy's policies include reference to the importance of avoiding discrimination and other prohibited conduct. For example, the Behaviour Policy sets out that discriminatory behaviours such as prejudicial bullying are not acceptable and identifies how such behaviours will be addressed.
- Relevant incidents, e.g. racist incidents, are recorded, responded to and monitored. Summary information is reported at Regional Board meetings and used to measure the effectiveness of the Academy's policies and practice inform further development of these.
- Curriculum content is regularly reviewed to ensure it is appropriate in the context of the responsibility to eliminate discrimination, e.g. by avoiding negative stereotyping.

### **3(b). Advance equality of opportunity**

As set out in the DfE guidance on the Equality Act, the Academy aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. students with disabilities, or students who identify as gay who are being 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)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of academy societies)

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

- Provide teaching of the highest quality to ensure children reach their potential and all students are given equal entitlement to success
- Regularly monitor the curriculum to ensure that it meets the needs of all students
- Use information gathered about students' progress to identify underachieving groups or individuals and plan targeted interventions
- Ensure that all students have the opportunity to access extra-curricular provision

- Publish attainment data each academic year showing how students with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying performance against key equality indicators
- Listen to and monitor views and experiences of students and adults to evaluate the effectiveness of the Academy's policies and procedures.

### **3(c). Fostering good relations**

The academy aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance (acceptance), friendship and understanding of a range of religions and cultures through different aspects of the curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education as part of the Personal Development curriculum, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, students will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Students will be encouraged to take a lead in such assemblies and external speakers will be invited to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising academy trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of students within the Academy. For example, the Student Leadership Team has representatives from different year groups and is formed of students from a range of backgrounds. All students are encouraged to participate in the academy's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

### **4. Equality considerations in decision making**

The Academy always considers the impact of significant decisions on particular groups. For example, when a academy trip or activity is being planned, consideration is given to whether the trip:

- Cuts across any religious holidays
- Is accessible to students with disabilities
- Has equivalent facilities for boys and girls

Equality impact assessments will be made when undertaking activities, and developing policies and procedures that may have an effect on a group with protected characteristics. This is recorded on trips forms and meeting minutes (for example, SLT).

## **5. Monitoring arrangements**

This document will be approved by the Regional Board.

The Regional CEO will ensure that the Academy's published equality information, particularly as set out in section 3(a) to 3(c) of this document, is reviewed at least every year and that in conjunction with the review, further information is appended for the purpose of reporting on progress towards the objectives set out in appendix 1.

A full review will be undertaken of the objectives set out in appendix 1 no later than 4 years following the date of them being established and new objectives will be established at that time. The undertaking of the review and establishment of new objectives will be subject to approval of the Regional Board with reference to Trust policy.

# Appendix 1

## Specific and measurable equality objectives for period from September 2020 to July 2024

As a result of regular reviews of Academy performance and various data indicators, our Academy is currently working on the following objectives:

1. By September 2024, the percentage of girls opting for STEM subjects at KS4 (focus on engineering) and KS5 (focus on physics) and partaking in extra-curricular activities will increase significantly.
2. To reduce gaps in attainment and progress between SEND students and non-SEND students, with English and Maths as a priority.
3. To narrow the gap in attainment between year 11 boys' and girls' GCSE achievement and decrease the gap in P8 annually, with a focus on English.
4. To promote cultural development, respect and understanding through a rich range of experiences both in and beyond the curriculum.

Further information regarding rationale and specific actions can be found in our Equalities Improvement Plan:

<https://drive.google.com/file/d/1rrgmVSVgggbWOvfNS8ZK0n28qWmDa1pa/view?usp=sharing>