



WEST GRANTHAM

Church of England Secondary Academy

EQUALITY INFORMATION AND OBJECTIVES

Review cycle:	Annual
Reviewed by:	Executive Principal
Approved by:	Local Governing Body

VERSION	DATE	AUTHOR	CHANGES
1	14 December 2022	CBA	Full policy review
2	21 March 2024	CBA	No changes made
3	18 March 2025	KKF	Page 4 – societies changed to clubs

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Our Vision

To champion and rejoice in those we serve, creating an environment where excellence is achieved and potential fulfilled.

Our Mission

Our mission is to:

- Deliver a world-class education that equips children for an aspirational future of life-long learning.
- Equip our students with a strong foundation built on Christian values.
- Celebrate the Christian faith through education, worship and personal exploration.
- Place no limits on what can be achieved, ensuring opportunities are not restricted by self-belief or circumstance
- Provide knowledge, skills and experiences that enable our students to make meaningful choices.
- Develop positive and conscientious global citizens of great character, who take responsibility for their future
- Provide a safe and inclusive learning environment where all can thrive.

Our Values

Our Academy aims to promote respect for difference and diversity in accordance with our Values of:

- **Integrity**

We are honest, ensuring all our actions are guided by strong moral principles that we refuse to change.

“The integrity of the upright guides them” Proverbs 11:3

- **Love**

We are dedicated and devoted to, serving others, achieving excellence and celebrating success.

“Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It always protects, always trusts, always hopes, always perseveres” 1 Corinthians 13:4 & 7

- **Ambition**

We have unlimited hopes and aspirations so all can achieve their full potential.

“I can do all things through Christ who strengthens me” Philippians 4:13

- **Courage**

We stand up for what is right and are not afraid to learn from our mistakes as we push ourselves to be the very best that we can be.

“Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go” Joshua 1:9

- **Belief**

We have unwavering confidence in ourselves, in others and in our capacity to succeed.

“All things are possible to him who believes” Mark 9:23

I. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due 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 – between people who share a protected characteristic and people who do not share it

2. 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

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 articles of association.

3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Executive Principal

The Executive Principal will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality 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 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 read this policy as part of their induction, and all staff read this policy annually.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to 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 being subjected to homophobic bullying)

- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school clubs)

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

- Publish 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 (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

The school 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, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school'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

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school 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:

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

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging all people, including those who have a particular characteristic, to participate fully in any activities
- Publish attainment data each academic year showing how pupils with different characteristics are performing
- The school aims to foster good relations between those who share a protected characteristic and those who do not
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum

9. Monitoring arrangements

The Executive Principal will update the equality information we publish annually.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Admissions
- Anti-bullying
- Behaviour
- Complaints
- Data protection
- Equality
- Recruitment and selection
- SEND