



## Equality Objectives

### Equality Information and Objectives

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need 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.

ID Academy is an independent special school. The provision is specifically for 10 pupils aged 11-16. The school admits pupils with special educational needs and the school caters for pupils with Social, Emotional or Mental Health Needs (SEMH). We are an inclusive school and we focus on the well-being and progress of every pupil and all members of our school are of equal worth.

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 schools, this means that it is unlawful to discriminate against pupils or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Marriage and civil partnerships and age are also 'protected characteristics', but do not apply to our provision for pupils. Under the Act, the school is expected to comply with the Public Sector Equality Duty. We also give guidance to staff and outside visitors on our approach to promoting equality.

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 also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

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

1. All pupils are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging
4. We observe good equalities practice in staff recruitment, retention and development

5. We aim to reduce and remove inequalities and barriers that already exist

6. We have the highest expectations of all our pupils.

### **Eliminating discrimination and other conduct that is prohibited by the Act**

We give careful consideration to equality issues in everything that we do at ID Academy. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We aim to provide equal opportunities for all pupils to access the curriculum and activities this commitment helps to develop our inclusive ethos further.

We are committed to working for equality for all our staff, parents/carers and pupils to meet our duties under the Equality Act 2010.

- Our behaviour policy ensures that all pupils feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure pupils reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all pupils make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access enrichment opportunities
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

### **Equality Objectives**

At ID Academy, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have agreed the following objectives:-

**Objective 1:** To use performance data to monitor pupil achievement by race, gender and disability and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons with other schools that show additional support is required for pupils.

**Objective 2:** To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role

**Objective 3:** To review levels of pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement. We aim to provide an environment that welcomes, protects and respects diverse people and ensure that all pupils are given the opportunity to make a positive contribution to the life of the school.

Specific tasks relating to these objectives can be found within the School Development Plan.

Written by: S Park, Headteacher July 2018

Review Date: August 2019, August 2020

Next Review Date: August 2021

Authorised by Gordon Quince (Director)

A handwritten signature in black ink, appearing to read 'Gordon Quince', written in a cursive style.