

Equality Objectives Statement

Newark Hill Academy



Greenwood Academies Trust

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Background

(1) A public authority must, in the exercise of its functions, have due regard to the need to—

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

(2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).

(3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

(a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

(b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;

(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

(a) tackle prejudice, and

(b) promote understanding.



(6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

(7) The relevant protected characteristics are—

- *age;*
- *disability;*
- *gender reassignment;*
- *pregnancy and maternity;*
- *race;*
- *religion or belief;*
- *sex;*
- *sexual orientation.*

Schools must publish information relating to persons who share a relevant protected characteristic who are affected by their policies and practices. However, data about employees will not need to be published where a public authority has fewer than 150 employees. This means that for the great majority of schools, only pupil-related data will need to be published. Schools are not required to collect any statistical data which they do not already collect routinely.

Information which demonstrates how we are complying with the Public Sector Equality Duty for our Pupils and our People (*Annual review of information*)

- Date last reviewed: September 2021

Age
<ul style="list-style-type: none"> ○ Pupil who are aged 4 and 5 (EYFS) take part in a focussed program on addressing their social and emotional needs to prepare for year 1 curriculum (aged 5 and 6) ○ Pupils in Year 5 (age 9 and 10) have had an inspirational speaker in to develop their self-belief and motivation. ○ Pupils in Year 6 (age 10 and 11) take part in induction activities to ensure they are ready for their next stage of the curriculum in their new setting for a smooth transition.
Disability
<ul style="list-style-type: none"> ○ To support the need of SEMH, the academy has had termly focused staff meetings about how we can meet the needs of these learning to include the use of Zones of Regulation and Emotional Coaching. ○ Specific training has been accessed for staff members who work with children with disabilities and accessing external support.



- We have been working with local schools where pupils with physical disabilities have taking part in sports disability festival.
- Changed the term of ‘wonderful walking’ to ‘marvellous moving’ to ensure it is inclusive to all including pupils in wheelchairs etc.
- Technology is used to support learners’ to ensure they access the curriculum to their full potential, for example, immersive reader.

Gender re-assignment

- The academy has recently invested in inclusive toilets.
- We have increased the Equality, Diversity and Inclusion texts used across the curriculum with books that focus on celebrating differences and gender stereotypes.

Marriage and Civil Partnership

- As part of home-school communication, the academy has revised the terminology from parent/carer to ‘family members’ to include all significant adults in a child’s life.
- ‘Different Families, Same Love’ is promoted in assemblies and is published on the newsletter to parents.

Pregnancy & Maternity

- We recently updated our SRE programme in KS2 to cover the topic.
- Pregnant members of staff or those on maternity have the same opportunities as all other members of staff.

Race

- ‘All Different, All Welcome’ is a core value visited in our assemblies.
- We have increased the Equality, Diversity and Inclusion texts used across the curriculum with books that focus on race and diversity.

Religion or Belief

- Pupils are given the opportunity to visit places of worship through our curriculum.
- External religious figure attend our assemblies.
- We have increased the Equality, Diversity and Inclusion texts used across the curriculum with books that focus on celebrating differences.

Sex

- As part of our Careers agenda, we hold events that challenge stereotypes for our pupils.
- We have increased the Equality, Diversity and Inclusion texts used across the curriculum with books that focus on celebrating differences and gender stereotypes.

Sexual Orientation

- We have increased the Equality, Diversity and Inclusion texts used across the curriculum with books that focus on celebrating differences and gender stereotypes.
- ‘All Different, All Welcome’ is a core value visited in our assemblies.

Equality Objectives *(4-yearly priorities)*

- Readily available data/information within your academy should be used to help shape these
- Date objectives set:

Objective	Actions	Who	By when	Commentary of progress <i>(yearly)</i>
Leadership of our pupil’s & people				
To deliver outstanding support to all stakeholders by gaining the Inclusion Quality Mark	Complete a self-evaluation to measure our current offer. Create an action plan	Inclusion Team and all staff.	July 2025	End of year 1 progress summary End of year 2 progress summary



	<p>Deliver training to enhance our offer further to all staff and apply</p> <p>Submit the application when actions are met</p>			<p>End of year 3 progress summary</p> <p>End of year 4 progress summary</p>
Quality of Education for our pupils & people				
<p>To diminish the difference of the gender gap to ensure boys are performing in line with girls.</p>	<p>Increase the number of male role models used to deliver the curriculum.</p> <p>To try and increase the number of male staff on the academy team.</p> <p>Seeking the views of pupils to ensure boys are fully accessing our curriculum so pupil voice is implemented</p>	<p>SLT and all teachers</p>	<p>July 2025</p>	<p>End of year 1 progress summary</p> <p>End of year 2 progress summary</p> <p>End of year 3 progress summary</p> <p>End of year 4 progress summary</p>
Personal Development of our pupils & people				
<p>To reduce the number of persistence absences for SEN and disadvantaged pupils</p>	<p>To invite pupils to breakfast club and extra-curricular clubs</p> <p>Attendance certificates, family consultation RAG sheets, Letters to parents, SENDCO to phone SEN families to discuss the importance of regular attendance.</p>	<p>Principal</p> <p>Attendance Lead</p>	<p>July 2025</p>	<p>End of year 1 progress summary</p> <p>End of year 2 progress summary</p> <p>End of year 3 progress summary</p> <p>End of year 4 progress summary</p>
Behaviour & Attitudes of our pupils & people				
<p>To reduce the number of fixed-term exclusions of SEND and Disadvantaged pupils who are disproportionately represented in our current data</p>	<p>Further build working relationships with family members by increasing contact.</p> <p>Continue triangulation between child, academy and home.</p> <p>Continue to use BOXALL profiles with all staff to ensure all pupil's SEMH needs are met.</p> <p>Further develop the training for all staff on Zones of Regulation, Emotional Coaching and PRICE de-escalation strategies.</p>	<p>Inclusion team and all staff</p>	<p>July 2025</p>	<p>End of year 1 progress summary</p> <p>End of year 2 progress summary</p> <p>End of year 3 progress summary</p> <p>End of year 4 progress summary</p>