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Glascote Academy

**Equality Policy
Including Equality Objectives**

Document Control

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Aims

Glascote Academy 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

Our academy aims to promote respect for difference and diversity in accordance with our **'Pride Virtues'**:



Perseverance - keep going when things may be tough or hard to deal with



Respect - be respectful to all in our behaviours, actions and words



Inquisitive - be curious about life and situations, pose respectful questions in order to gain insightful knowledge and thus understand more



Duty – do what is expected of you; do the right thing



Expressive – express yourself, respectfully and creatively, through actions, words and deeds

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 and is in alignment with our Trust Policy.

Roles and responsibilities

The Local Governing Committee 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 headteacher

The Headteacher will:

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

The Academy Senior Leaders will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver training as necessary
- Raise and discuss any issues with the LGC in the absence of the Headteacher

All school staff are expected to have regard to this document and to work to achieve the objectives.

Eliminating discrimination

Glascote Academy 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.

Senior Leaders monitor equality issues and make the Chair of Governors and LGC aware of these as appropriate.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, Glascote Academy 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)
- 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 school led activities, groups or clubs

In fulfilling this aspect of the duty, Glascote Academy 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

Fostering good relations

Glascote Academy 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 and the impact of specific time periods such as the 'Windrush Generation'.
- 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 Student Governors are representatives from Key Stage 2 and are pupils from a range of backgrounds and ethnicities. All pupils are encouraged to participate in wider school activities such as Sports Clubs, British Sign Language club, etc.

Equality considerations in decision-making

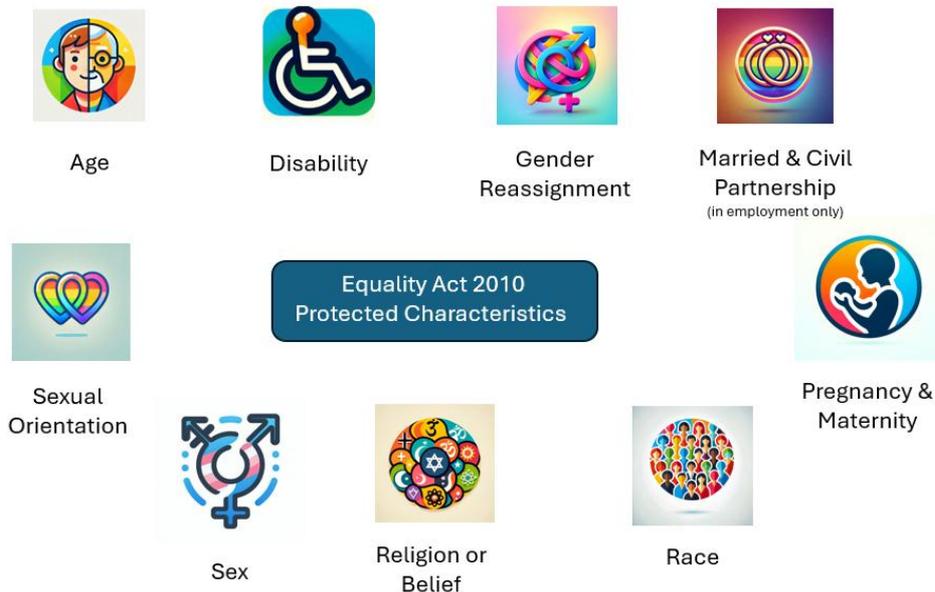
Glascote Academy ensures it has due regard for equality considerations whenever significant decisions are made.

Our academy 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:

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

Equality objectives

At Glascote Academy, we understand the principle of the Equality Act 2010 and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.



Objective 1

To embed the importance of good attendance within the culture of the whole school community to secure equality of opportunity for pupil engagement, attainment and progress.

Objective 2

To continue to close attainment gaps for vulnerable children including those in receipt of Pupil Premium

Objective 3

To ensure genuine inclusion of all children with regards to protective characteristics including those with SEND.

Objective 4

To support personal development by encouraging regulation and understanding of their emotions.

In doing so, Glascote Academy will honour the Fierté Trust vision of



And the Fierté Trust values of

-  We Care
-  We celebrate individuality
-  We are brave
-  We leave no one behind