



ASPIRATIONS

EQUALITY INFORMATION AND OBJECTIVES

Budmouth Academy

Version control	
2023-01-01	On review, changes were made only to section 5 of the outline template, indicating approval and monitoring of the policy can be undertaken through authority delegated by the Regional Board
2022-01-12	New template benchmarked against example document on The Key and examples from other schools.

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1. Introduction and aims

This document has been prepared and published in accordance with requirements of [The Equality Act 2010](#) and [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#) to demonstrate how Budmouth Academy 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 guidance issued by the Department for Education (DfE) ('The Equality Act 2010 and schools') and by Equality and Human Rights Commission ('Public sector equality duty guidance for schools in England'). These documents can be accessed by the following links:

[DfE The Equality Act 2010 and schools.](#)

[EHRC public sector equality duty guidance for schools in england](#)

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 school, including to staff, pupils 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 pupils
- 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 year. This training is completed through modules on Smartlog.

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. pupils with disabilities, or pupils 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 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 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 pupils are given equal entitlement to success
- Regularly monitor the curriculum to ensure that it meets the needs of all pupils
- Use information gathered about pupils' progress to identify underachieving groups or individuals and plan targeted interventions
- Ensure that all pupils have the opportunity to access extra-curricular provision
- Publish attainment data each academic year showing how pupils 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 pupils and adults to evaluate the effectiveness of the Academy's policies and procedures.

3(c). 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 the 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 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 school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the Academy. For example, the 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

4. Equality considerations in decision making

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

- Cuts across any religious holidays
- Is accessible to pupils 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.

5. Monitoring arrangements

This document will be approved under authority delegated 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 through authority delegated by the Regional Board with reference to Trust policy.

Appendix 1

Specific and measurable equality objectives for period from 1st January 2022 to 1st January 2026

Objective 1: To ensure enrichment and out of school activities are made accessible to all students, including those with disabilities, special educational needs and those from disadvantaged backgrounds, to eliminate discrimination and ensure the best possible educational outcomes, by:

- Ensuring consideration is given to equality when arranging enrichment school visits and school-based activities;
- Addressing any barriers to students' engagement in school enrichment visits and school-based enrichment activities through the planning and risk assessment processes.

Why have we chosen this objective?

The school has a high number of students with Special Educational Needs, EHCP's, Disabilities and disadvantaged backgrounds.

How will this be measured and evaluated?

Registers for visits and school events show that students with disabilities disadvantaged backgrounds, and special educational needs are fully involved in the wide range of activities the school offers. Educational Visit Leader and Senior Leaders will monitor relevant paperwork to ensure that equality considerations are made on all risk assessments for school visits and school-based activities.

Objective 2: To improve cultural capital skills and attitudes to enable students and staff to appreciate difference, diversity and cultural values, by:

- Promoting equality with regard to race, gender, disability, religion and ethnicity in our school curriculum and community.
- Promoting equality with regard to race, gender, disability, religion and ethnicity in our assemblies, making links to our core values of fellowship, courage and creativity.
- Monitoring and evaluating students' attitudes and knowledge around diversity and equality.
- Promote school trips, visits and enrichment activities to enhance cultural capital.

Why have we chosen this objective? Currently, there is an under-representation of ethnic and disadvantaged groups within the school participating in enrichment and cultural activities.

How will this be measured and evaluated? Leaders will monitor coverage of equalities through curriculum and assembly monitoring. Student voice and enrichment activity logs will be used to evaluate students' knowledge, skills and attitudes to diversity issues and these will be kept on a central register by SLT for students in these groups. Reporting on equalities information through reports to the Trust's Regional Board and teaching and learning curriculum.

Appendix 2

Report of 1st January 2022 on progress towards the Academy's equality objectives

Objective 1: To ensure enrichment and out of school activities are made accessible to all students, including those with disabilities, special educational needs and those from disadvantaged backgrounds, to eliminate discrimination and ensure the best possible educational outcomes, by:

- Ensuring consideration is given to equality when arranging enrichment school visits and school-based activities;
- Addressing any barriers to students' engagement in school enrichment visits and school-based enrichment activities through the planning and risk assessment processes.

Why have we chosen this objective?

At Budmouth Academy, our data shows us that we are above average compared to National figures, with regards to students with an Education, Health and Care plan (EHCP) 3.09% as well as those listed on our special educational needs and disabilities (SEND) register 13.65%

We recognise that a lot of our students with SEND, but particularly those with barriers such as specific learning difficulties, autism, social, emotional and mental health needs, need wider experiences by participating in extracurricular clubs to enable them to have a balanced life style and also to help them positively engage with education, teachers and peers and feel a sense of achievement, with classroom barriers removed. All of our extracurricular clubs are therefore accessible to all of our students.

How will this be measured and evaluated?

Teachers are required to have the same expectations regarding the discrete identification of SEND and disadvantaged students on their extracurricular registers as with classroom registers. This enables teachers and support staff to easily identify students with SEND and make reasonable adjustments accordingly. Registers are shared with the SENDCO who is then able to give feedback with regards to the take up of clubs from this target group. The current participation of students with SEND attending extracurricular clubs is 36%

In addition to this, the Educational Visit Leader and Senior Leaders will monitor relevant paperwork and activities, to ensure that equality considerations are made on all risk assessments for school visits and school-based activities.

Objective 2: To improve cultural capital skills and attitudes to enable students and staff to appreciate difference, diversity and cultural values, by:

- Promoting equality with regard to race, gender, disability, religion and ethnicity in our school curriculum and community.
- Promoting equality with regard to race, gender, disability, religion and ethnicity in our assemblies, making links to our core values of fellowship, courage and creativity.
- Monitoring and evaluating students' attitudes and knowledge around diversity and equality. • Promote school trips, visits and enrichment activities to enhance cultural capital.

Why have we chosen this objective?

Currently, there is an under-representation of ethnic and disadvantaged groups within the school participating in enrichment and cultural activities.

How will these be measured and evaluated?

These will be measured through our internal processes, including but not limited to:

- Starting Right Respecting School Bronze Award (Assistant Principal) which recognises and promotes the rights of different cultures, ethnicities and genders
- Whole staff training on Gender issues led by students in the Academy Council
- Assembly programme which promotes and cultural activities, diversity and British values
- Enrichment activities promoted and funded for Pupil Premium students
- To run, track and promote a large programme of extra-curricular activities to ensure equality across the school
- To promote equality through the work of the Academy Council and to make changes suggested by pupil voice

Evaluation will take place from staff and student feedback and SLT will monitor the outcomes for the whole school community.