

Equality information and objectives



Maritime
Academy
Trust

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1. 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 Local Academy Council 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 equalities link councilor is Francesca Whymark She will:

- Meet with the headteacher every term, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Report to the Local Academy Council with progress against objectives

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 councilors
- Identify any staff training needs, and deliver training as necessary

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 councilors 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.

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 through monitoring and reporting on the school's PSHE/Relationships Education scheme of work each year.
- Taking steps to meet the particular needs of people (pupils and employees) 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 school will:

- Analyse pupil data referenced to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available to identify possible improvements needed for specific groups (e.g. incidents of homophobic bullying or racist incidents)
- 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 acceptance, 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 educational visit or activity is being planned, the school considers whether the trip:

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

8. Equality objectives

Objective 1 – Eliminating Discrimination (Behaviour)

Types of discrimination are understood by staff. Incidents of potential discrimination are challenged and highlighted as a teaching point.

Discrimination is reported to and monitored by leadership. Challenge is given through critical thinking and analysis and lessons are learned to ensure incidents are reduced.

To achieve this objective we plan to: talk about discrimination with staff and children; ensure equality in decision making, ensure discrimination understanding is talked about with all stakeholders (including children) and to counteract when discovered.

Progress we are making towards this objective: this objective is integral to leadership thinking and decision making.

Objective 2 – Eliminating Discrimination (Curriculum)

What do you aim for your curriculum to achieve?

Our curriculum is all encompassing and has diversity running through it with minority groups represented. We have a broad PSHE curriculum which includes discussing and challenging discrimination.

Why we have chosen this objective: our curriculum promotes inclusion and embraces equality.

To achieve this objective we plan to: ensure our curriculum is fully delivered and opportunities, such as assemblies, are planned for outside our core offer.

Progress we are making towards this objective: this objective was central to our thinking when the curriculum was designed and will continue to be throughout its implementation. We evaluate annually and opportunities to embrace inclusion are sought.

Objective 3 – Advancing Equality of Opportunity (Pupil achievement)

The school has a high proportion of children with SEND. We also have a higher than national average of children in receipt of the pupil premium grant

We always ensure we are monitoring the progress of all children through regular meetings and checks.

Why we have chosen this objective: ensuring we advance equality of opportunity is central to our work at school.

To achieve this objective we plan to: secure good, financial planning, identify and monitor all children , their progress against national standards, plan specific interventions and adaptive teaching opportunities and monitor the impact of what we are doing.

Progress we are making towards this objective: the attainment gap between groups of children is closing and children make good progress.

Objective 4 – Fostering Good Relations

We foster good relations through community engagement opportunities.

Why we have chosen this objective: good relations improve safeguarding, life chances and raise the aspiration of local communities.

To achieve this objective we plan to: engage with our families through home visits and school events. Events include Kids' Café and Big Outcomes.

Progress we are making towards this objective: We have strong relationships with our families.

9. Monitoring arrangements

The headteacher along with the Local Academy Council will update the equality information and definitions described in sections 4 to 7 above every year.

This document including its objectives will be reviewed by the Local Academy Council every 4 years.

This document will be approved by the Trust Board.

10. Links with other policies

This document links to the following policies:

[Accessibility plan](#)