



# ManorAcademy

## Equality information and objectives

### 1. Aims

Our school aims to meet its obligations under the public sector equality duty 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](#).

### 3. Roles and responsibilities

The governing board 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, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head teacher

## **4. Equality objectives for 2019 to 2023**

### **Objective 1**

Supporting and nurturing SEND students to improve their progress

Actions

1. Investigate Maths progress for Lower ability and SEND students and improve provision to ensure better progress
2. Develop more effective Maths approaches to recall and basic arithmetic, especially for students with low prior attainment
3. Investigate most effective provision for SEND students who are struggling to engage with school
4. Ensure whole school differentiation CPD supports progress for SEND students
6. Track and monitor SEND group carefully ensuring correct students identified
7. Students with learning needs are fully assessed for any access requirements in external exams to ensure they have a level playing field with other learners.

### **Objective 2**

Improved health, well-being and self-esteem of students with protected characteristics and encourage a sense of belonging to the wider school and houses

Actions

1. To use the surveys as a benchmark on the well-being and level of happiness of all students and identify trends regarding those with protected characteristics as measured by the survey
2. Use student voice to understand barriers to good levels of health, well-being and self-esteem in students with protected characteristics
3. Monitor awards and monitor extracurricular take up by students from groups with protected characteristics and modify provision to improve inclusivity
4. Monitor bullying records and hate crime incidents log for trends and patterns involving students with protected characteristics
5. Use restorative justice to deal with perpetrators of bullying of those with protected characteristics to improve levels of empathy
6. To use drop down days, assembly and PSHE to promote an inclusive culture where it is recognized that we are all different, but all equal
7. To involve parents, governors and students in reviewing the anti-bullying processes and procedures to ensure best practice for all students but particularly those with protected characteristics