



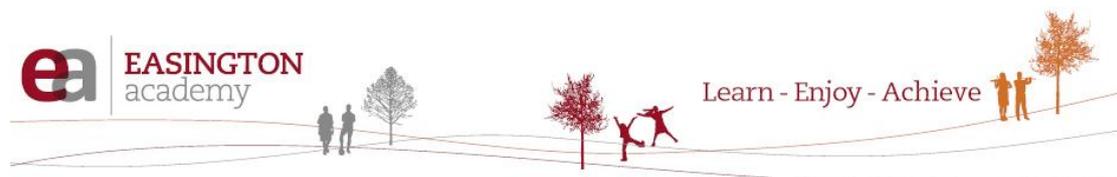
Equality Information and Objectives

Policy Date: December 2015

Review Date: December 2019

Review frequency: 4 Yearly

Approval Committee: Full Governing Body



Equality Information and Equality Objectives for Easington Academy

Equality Act 2010

Easington Academy's provision of the public sector equality duty

We in Easington Academy are committed to equality. We aim for every pupil to fulfil their potential no matter what his/her background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- ✓ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- ✓ Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the schools provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the schools provisions for pupils.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristics that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six Brown principles of 'due regard'

- **awareness** – all staff know and understand what the law requires
- **timeliness** – implications considered before they are implemented
- **rigour** – open-minded and rigorous analysis, including parent/pupil voice
- **non-delegation** – the PSED cannot be delegated
- **continuous** – ongoing all academic year
- **record-keeping** – keep notes and records of decisions & meetings

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ publishing our equality information
- ✓ publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

Equality Information:

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified.

Staff & Governors:

Age	Figures change – we comply with our equality duty.
Disability	100% staff gave information. 2% of staff recorded a disability. We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any staff member towards gender reassignment.
Marriage & civil partnerships	Figures change – we comply with our equality duty.
Pregnancy and maternity	Figures change – we comply with our equality duty.
'Race' / ethnicity	100% staff gave information Our staff profile comprises: White British, White-European, Asian and White-Irish.
Religion and Belief / no belief	100% staff gave information Our staff profile comprises: Christian, Church of England, Roman Catholic, Methodist, Agnostic, Jehovah's Witness, Atheist
Sex – male/female	75% female 25% male
Sexual orientation	We support all staff members regardless of sexual orientation

Pupils:

Age	We have pupils aged from 11 to 16 years old in our school.
Disability	100% pupil gave information. 4% of pupils recorded a disability. We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any pupil towards gender reassignment.
Pregnancy and maternity	We comply with our equality duty and have planned to deliver education on site if and when required, or offer a place at the Young Parent Group run by the SEND & Inclusion Service.
'Race' / ethnicity	100% pupil gave information Our pupil profile comprises: White British, White-European, Asian and White-Irish.
EAL (English as an Additional Language)	1% EAL The languages spoken within our pupil profile are: English, Polish, Lithuanian, Romanian & Chinese.
Religion and Belief / no belief	100% pupil gave information. Our pupil profile comprises: Christian, Church of England, Roman Catholic, Methodist, Agnostic, Jehovah's Witness, Atheist.
SEND	60 pupils identified with a Special Educational Need.
Sex – male/female	4% female 5% male
Sexual orientation	We support all pupils regardless of sexual orientation
Pupil Premium	43% pupils eligible for Pupil Premium

We will update our equality information at least annually

Equality Objectives

Our equality objectives are:

- We will treat staff, pupils and parents with dignity and respect.
- We will develop our pupils, staff and governors/carers to help us meet our equality duties.
- All areas of the school are accessible to all (see Accessibility Plan Policy).

- We will use information and talk to people to identify where inequality exists so that we can plan to tackle it.
- Easington Academy recognises and celebrates major religious and cultural festivals of ethnic minority groups, and seeks to develop pupils' understanding and appreciation of different cultures through assemblies, Thought for the Day and subject teaching, particularly in RE, English, History, Citizenship and Sociology.
- We have a duty to make reasonable changes to the way that we do things so that disabled people can use our services and work for us. We recognise that everyone is different and we will treat people as individuals.
- We will recruit, select, train and promote staff fairly. We will have clear systems for staff to complain if they feel they are being treated unfairly.
- We will make it clear to staff, pupils and parents how to complain if something goes wrong and we will respond quickly and efficiently to their concerns. If legal action is intended or underway, complaints will be suspended until the legal process is resolved.
- If we find that anyone has broken our equality policy, we will investigate and take disciplinary action if appropriate
- We will monitor our equality actions through our usual reporting systems.
- We will publish information to show how we are meeting our equality duties

We will update our equality objectives every four years and will publish progress on them annually in our equality information

We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHCR) statement:

'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'

Though the Act refers to 'race', the use of ethnic/ cultural origin, background or heritage is often more appropriate