



King's Academy Meadow Vale

Equality duty

Reviewed date	January 2025
Next review	January 2027
Ratified by	Local Governing Board

In partnership with the whole community and through an engaging curriculum, we aspire to nurture and empower every child to flourish.

We will encourage, inspire, motivate and support them to achieve their potential so they become confident, considerate, resilient and active members of society.

King's Academy Meadow Vale is an inclusive academy where we focus on the well-being and progress of every member of our community. We believe that the Equality Act 2010 provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

We recognise that that our pupil population and community is diverse with representation from many groups with protected characteristics. Our main equality challenge will be to meet the needs of all groups in a sensitive way and maintaining the right to confidentiality where group numbers are small. Protected characteristics are defined as:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

At King's Academy Meadow Vale, we recognise, respect and value difference and understand that diversity is a strength. We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, work and visit here.

We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other and are committed to a shared sense of cohesion and belonging. We want all members of our academy community to feel that they are respected and able to participate fully in academy life.

We observe good equalities practice for our staff through ensuring that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development

We work to raise standards for all pupils, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of pupils improves life chances for all pupils across the whole academy.

The Equality Act 2010's Public Sector Equality Duty has three aims under the general duty for academies. King's Academy Meadow Vale has due regard to the following three principles:

Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act: by removing or minimising disadvantages suffered by people due to their protected characteristics.

- At King's Academy Meadow Vale, we take account of equality issues in relation to admissions and exclusions and the way we provide education for our pupils and the way we provide access for pupils to facilities and services.
- We are aware of the duty to make reasonable adjustments for all members of the academy's community. We recognise the importance of enhancing access and participation to the level of non-disabled pupils and stop disabled children being placed at a disadvantage compared to their non-disabled peers through the provision of auxiliary aids and services.
- The Headteacher ensures that all appointment panels give due regard to this policy so that no one is discriminated against when it comes to employment, promotion or training opportunities.
- We take seriously the need to consider the equality implications when we develop, adapt and review any policy or procedure and whenever we make significant decisions about the day to day life of the academy.
- We actively promote equality and diversity through the curriculum and by creating an environment which champions respect for all. We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and citizenship and across the curriculum.
- We also collect, analyse and use data in relation to attendance and exclusions of different groups. Exclusions and absence from academy are closely monitored for evidence of over-representation of different groups and we act promptly to address concerns.
- The academy challenges all forms of prejudice and prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality.
- We treat all bullying incidents equally seriously. We keep a record of different prejudice-related incidents and report to the governors about the numbers, types and seriousness of prejudice-related incidents at our academy and how we dealt with them. We review this data termly and take any necessary action to reduce incidents.

Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not.

- At King's Academy Meadow Vale, we have clear information on the needs of our academy population and collect and analyse data in order to inform our planning and identify targets to achieve improvements.
- We work in partnership with parents and carers to identify children who have a disability through our pupil admissions procedures.
- We actively track and evaluate the progress and outcomes of different groups of pupils and use this data to enhance equality of opportunity and to support academy improvement. Our aim is to be proactive in identifying and closing any gaps, for example, for those making slow progress in acquiring age appropriate literacy and number skills.

- We use a range of teaching strategies that ensures we meet the needs of all pupils and provide support to pupils at risk of underachieving. We ensure equality of access for all pupils to a broad and balanced curriculum, removing barriers to participation where necessary.
- We avoid language that runs the risk of placing a ceiling on any pupils' achievement or that seeks to define their potential as learners, such as 'less able'. We are alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.
- In addition to avoiding or minimising possible negative impacts of our policies, we take curriculum opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between different groups.
- We will take positive and proportionate action to address the disadvantage faced by particular groups of pupils with particular protected characteristics, such as targeted support. The actions will be designed to meet the academy's Equality Objectives.

Foster good relations between those with a relevant protected characteristic and those who do not.

- At King's Academy Meadow Vale, we prepare our pupils for life in a diverse society and ensure that there are activities across the curriculum that promotes the spiritual, moral, social and cultural development of our pupils. We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and citizenship and across the curriculum. We use materials and resources that reflect the diversity of the academy, population and local community in terms of race, gender, sexual identity and disability, avoiding stereotyping.
- We promote a whole academy ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour. We provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures. We include the contribution of different cultures to world history and that promote positive images of people. We provide opportunities for pupils to listen to a range of opinions and empathise with different experiences
- We promote positive messages about equality and diversity through displays, assemblies, visitors, whole academy events for example Black History Month and Diversity week and include equality matters in our newsletter to parents, where appropriate.

In addition to the principles outlined above, King's Academy Meadow Vale:

- Will keep minutes of meeting where equality issues are discussed.
- Ensure that there is a rolling programme for reviewing all of our academy policies in relation to equality and their impact on the progress, safety and well-being of our pupils.

The implications for equalities of new policies and practices are carefully considered before they are introduced in order to ensure that the work we are doing on equalities meets the needs of the whole academy community. We:

- Review relevant feedback from the annual parent survey, parents' evening, and governors' meetings
- Compile and analyse responses from staff surveys, staff meetings and training events

- Review feedback and responses from the children and groups of children, from the school council, PSHE lessons, whole academy surveys on children's attitudes and monitoring of the curriculum
- Analyse issues raised in Annual Reviews or reviews of progress on Individual Education Plans/Personalised Provision Maps, mentoring and support
- Ensure that we secure responses and feedback at Governing Body meetings and from the governing body's working groups.

The objectives which we identify represent our academy's priorities and are the outcome of a careful review of and analysis of data and other evidence (including feedback from parents and pupils). They also take into account national and local priorities and issues.

This document should be read in conjunction with:

- Behaviour policy
- Anti-bullying policy
- SEND policy and the Local Offer