

City Academy Whitehawk



Equality Information and Objectives

Equality information and objectives

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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

Our mission is to provide an outstanding education for our children enabling each child to be the very best they can be. We strive to develop children's aspirations, self-belief and self-esteem in a safe, secure and stimulating learning environment through consistently high-quality learning opportunities. We work tirelessly to promote equality of opportunity, ensure equity and we hold aspirations that all children will achieve personal excellence.

We are committed to children's 'Next Phase Readiness' and therefore our Quality of Education and Personal Development offer are designed to prepare children for life beyond City Academy Whitehawk. These policies are underpinned by our view that every CAW colleague has the motivation and tools to ensure all children have equality of opportunity and we are committed to the principle of reasonable adjustments. We are determined that, in and out of school, all children adopt and then embody our CAW Qualities and their associated behaviours. By embodying the qualities, we aim to eliminate inequality and prejudice in the school. We meet weekly as a school community to shine a light on our Qualities and what they look like in action, for example 'being respectful looks like celebrating difference'.



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

School leaders and the Local Academy 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
- 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

Our Headteacher and LAB chair have appointed an Equalities LAB Member, Katy Hampshire. They will:

- Meet with the designated member of staff for equality in terms 1, 3 and 5 each year, 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
- Attend appropriate equality and diversity training
- Report back to the Local Academy Board (or AAT Trustees) regarding any issues

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 governors

The Deputy Headteacher, responsible for Personal Development, and our Rights Respecting Schools leaders will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Support the headteacher in identifying 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 LAB Members 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 school policies and protocols, all underpinned by the Equality Act, as part of their induction, and all staff receive refresher training every September. Where an emergent issue demonstrates a need for specific Equalities training, our [Professional Development Strategy](#) will be adjusted accordingly and appropriate training will be delivered by a CAW Employee or external training will be brokered.

The school has a designated member of staff for monitoring equality issues, and an equality link lab member. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

Prejudice based behaviour (in line with bullying behaviour) of any kind is totally unacceptable and will not be tolerated. All incidents of sexist, racist, homophobic, transphobic and religious discrimination behaviour are reported to the Local Academy Board and Trust who monitor such incidents. The appropriate child on child 'tag' must be used when recorded on CPOMs.

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
- Taking steps to meet the particular needs of people who have a particular characteristic
- 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:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- 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:

- Celebrating difference. We promote tolerance, 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. Our approach to this is well documented in our [curriculum pages](#) of the website.
- Holding weekly school assemblies, followed up with 2 class assemblies per week, dealing with relevant issues. Pupils will be encouraged to participate 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 educate children, and designing Brighton-specific curricula and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to address emergent tensions between different groups of pupils within the school. For example, our Ambassadors and Rights Respecting School Steering Group 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 – with the exception of one, all clubs are paid for by the school and free to attend

for children. We also work with parents to promote knowledge and understanding of different cultures, this is publicised in our fortnightly newsletters through our 'Significant Figure' of the week, this is meticulously mapped in our [Personal Development policy](#).

- 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 trip or activity is being planned, the school considers whether the trip:

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

8. Equality objectives

8a. Objective 1: Eliminate discrimination and other conduct.

We will ensure that the school is an oasis and that we make a proactive, outward facing commitment to celebrating difference and promoting diversity.

Why we have chosen this objective:	To achieve this objective, we plan to:	Milestones:
<ul style="list-style-type: none"> 83% of the school population is White British IDACI demonstrates that 83% of children live in the top 10% most deprived in the country We have previously implemented FTE (now 'suspensions' for prejudice-based incidents pertaining to racism We have previously experienced prejudice-based incidents pertaining to homophobia We aspire to achieve Rights Respecting School silver status. 	<ul style="list-style-type: none"> Empower all children by teaching them explicitly about their rights Implement a rigorous, ambitious preventative curriculum and periodically report upon our evaluation of its effectiveness, renewing milestones effectively using our Aurora SIP and SEF model. Hold weekly, celebratory assemblies at which we study the relationship between our CAW Qualities, Growth Mindset behaviours, the Rights of the Child and how these have been embodied by significant figures from the past and present. These figures will represent all demographics Proactively implement of Behaviour Policy Train all staff in the meticulous categorisation of behaviour incidents including those pertaining to child on child categories Continue to build on our strong culture of reading ensuring access to texts from authors of a range of demographics Implement our renewed Personal Development strategy, including Personal Development Calendar that meticulously maps our celebration of major events such as our RE Days, Black History Month Include Reasonable Adjustments as an action on staff appraisals under 'promote good progress' targets. Publish all of the actions above in our fortnightly newsletter to families. 	<ul style="list-style-type: none"> By July 2024, we will be awarded Silver Rights Respecting School award. Monitoring and evaluation, internal and external, will demonstrate that CAW Qualities and culture of behaviour are well understood by children from all pupil groups Termly behaviour reports will demonstrate our zero tolerance and restorative approaches to responding to incidents of a prejudice based nature By July 2023, 90% of staff will feel confident in responding effectively to prejudice-related incidents Parent surveys will demonstrate that families feel that their children are safe at school Parent surveys will demonstrate that families feel that behaviour incidents, including bullying, are addressed effectively.

8b. Objective 2: Advance equality of education between people who share a protected characteristic and people who do not share it.

We will ensure that children living with Special Educational Needs and Disabilities experience our best endeavours, have their needs identified and have tailored provision to ensure that they make rapid progress from their baselines.

Why we have chosen this objective:	To achieve this objective, we plan to:	Milestones:
<ul style="list-style-type: none"> Language Link baseline demonstrates that 27% of school starters live with 'moderate difficulty' and a further 30% demonstrate 'severe difficulty' in need of urgent intervention Over 10% of the CAW student population live with a diagnosis of autism 24% of the CAW student population are on the SEND register 	<ul style="list-style-type: none"> Ensure that all children on the SEND register have well composed, SMART Individual Education Plans Ensure that our First, Next, Last strategy continues to permeate all aspects of our education offer for all learners Ensure our 'scaffolds and constraints' approach to curriculum access is achieved using Communicate in Print Ensure that all EHCPs are well enacted Include Reasonable Adjustments as an action on staff appraisals under 'promote good progress' targets Adults are allocated to meet the needs of 'high needs' pupils through the effective enactment of our renewed 'Team Around the Child' approach Provide whole school Makaton training and monitor its effectiveness following implementation Provide team-specific Intensive Interaction training and monitor its effectiveness following implementation Provide team-specific PECS training and monitor its effectiveness following implementation Devise and implement a bespoke, ambitious Early Years Curriculum and monitor its effectiveness Devise and implement KS1 and KS2 vocabulary teaching strategy Allocate funding to speech and language intervention [1x teacher, 1x TA, 1x classroom, Allocate funding and training to Read, Write, Inc. and implement associated Fast Track Tutoring Work closely with external agencies to ensure provision is appropriate and highly effective 	<ul style="list-style-type: none"> School evaluation demonstrates an atmosphere of inclusivity and behaviour records demonstrate our 'zero tolerance' of prejudice based incidents. This will be ratified by any external evaluation. Our Highest Expectations for All motto informs all Curriculum adaptations By July 2023, all children in receipt of personalized speech and language intervention demonstrate rapid progress and KS1 readiness By July 2023, all children in receipt of KS1 Nurture provision demonstrate progress against their SEMH targets By July 2023, progress indicators demonstrate that our new 'Nest' KS2 By July 2023, case studies demonstrate that children in receipt of KS2 'social skills' intervention have made good progress against their personal targets By June 2023 we will achieve 63% GLD (with contributing attainment indicators of over 80% for word reading and speaking and listening) By July 2023, KS2 attainment and progress indicators demonstrate that SEND learners have made good progress By September 2023, KS1 attainment indicators are used to set ambitious KS2 attainment targets for SEND learners. PARMS minutes (x6) demonstrate effective multi agency working to ensure curriculum access. Parent surveys will demonstrate that families of children living with SEND are satisfied with their children's provision

9. Monitoring arrangements

The Headteacher, in conjunction with the Local Academy Board Equalities Governor, will update the equality information we publish, described in sections 4 to 7 above, at least every year.

This document will be reviewed by the Headteacher and Local Academy Board at least every 4 years.

This document will be approved by the Local Academy Board.

10. Links with other strategies and policies

This document links to the following policies:

- Pupil Premium Strategy 2021-24
- Accessibility plan
- Behaviour Policy
- Anti-Bullying Behaviour
- Personal Development Strategy