



E-ACT Pathways Academy Equality Objectives 2023 - 2026

As a public organisation, under The Equality Act 2010 we are required to;

- Publish information to show compliance with the Equality Duty. This is via our Trust Equality Policy
- Publish Equality Objectives which are specific and measurable.

and that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation**, and any other conduct 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** between people who share a protected characteristic and people who do not share it

Our Equality Objectives are:

1. **Provide an environment that welcomes, protects, and respects diverse people.**
2. **Ensure that all students are given the opportunity to make a positive contribution to the life of the school.**
3. **Address cultural events through the curriculum to increase student awareness and understanding of issues in different communities.**
4. **Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.**



- 5. Promotion of cultural understanding and awareness of different religious beliefs, ethnicities, gender, and disability related issues**
- 6. To promote mental health awareness and develop appropriate interventions where necessary.**
- 7. Continue to improve accessibility across the school site for pupils, staff, and visitors with disabilities**
- 8. To continue to develop positive social behaviours that enable all to feel included and safe.**
- 9. To continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.**
- 10. To ensure all our stakeholders understand our inclusive ethos both for our local and wider community.**

E-ACT Pathways Academy is an inclusive school, where we focus on the well-being and progress of every child and where all members of our community are of equal worth. We believe that the Equality Act 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.

Our approach to equality is based on the following key principles:

- 1. All learners are of equal value**
- 2. We recognise and respect difference**
- 3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging**
- 4. We observe good equalities practice in staff recruitment, retention, and development**
- 5. We aim to reduce and remove inequalities and barriers that already exist**
- 6. We have the highest expectations of all our children**

We ensure that our pupils are exposed to and taught about all protected characteristics through our curriculum. The objectives below are our priorities for the next 3 years.



Our Academy equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Objective	Rationale/Existing Data	Action/Intervention	Progress	Outcomes
To ensure understanding and equality for members of our community, including those who hold any of the nine protected characteristics.	Our school community serves a wide range of cultures	<p>Our safeguarding and value assemblies promote a positive and inclusive culture and help children to broaden their understanding of diversity.</p> <p>In addition to carefully planned assemblies, radicalisation and extremism is taught discreetly in PSHE and within assemblies, to ensure that children are aware of radical views and how to exercise tolerance.</p>		

<p>To ensure that all pupils (with disadvantaged pupils being a focus) can fully access the curriculum, including our extra-curricular provision.</p>	<p>Our school has a high proportion of disadvantaged children.</p> <p>We aim to give all children the best possible offer of enrichment.</p>	<p>We will ensure that all pupils regardless of gender, race, religion, disability have equal opportunities in taking part in extra-curricular opportunities.</p> <p>We will actively look for ways where accessibility is a barrier and seek the views of these pupils.</p>		
<p>To develop our knowledge of categories of discriminatory behaviours within our academy</p>	<p>As an Academy we want to be clear about behaviour types and how we can offer the best possible support to our pupils.</p>	<p>Our CPOMS recording system will be split into different categories to separate the nine protected characteristics.</p> <p>We will log all behaviours under the relevant categories to enable us to monitor and look for trends to educate staff and pupils about current concerns</p>		

<p>To prepare our students for life in a diverse society where our pupils recognise their place within the community and society.</p>	<p>Ou Academy serves a diverse community, and we want to recognise and support this in the best way we can.</p>	<p>We will ensure we have a range of visitors from many different diverse backgrounds.</p> <p>We will recognise the different cultures within our school by holding cultural events and inviting families to share.</p>		
<p>Develop/promote understanding of tolerance and respect for others through the promotion of British values.</p>	<p>Respect is one of school's core values and we want to permeate this through the teaching of the fundamental British values in line with our curriculum and PSHE framework.</p>	<p>Our safeguarding and value assemblies promote a positive and inclusive culture and support children to broaden their understanding of diversity.</p> <p>Respect is at the heart of our school values.</p>		

