Archway Learning Trust – Equality Objectives

Introduction

Archway Learning Trust takes the writing and review of the academy Equality Objectives seriously. The Equality Objectives are determined by the Trust, in consultation with our Principals and Senior Leaders. The Equality Objectives are set every four years and reviewed every year.

The three main aims of the Equality Duty are:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

(Equality Act (2010): https://www.legislation.gov.uk/ukpga/2010/15/contents).

Our Equality Objectives

Start date: June 2022
Review date: June 2026

Equality Objective 1:

Improve our experiences available to our students to ensure opportunities and access for all.

How will we achieve this:
- We will ensure we provide regular communication with students and parents around specific organisations that can help and support families across a range of topics including mental health, food bank, external agency support etc.
- We will actively look at ways of tackling any barriers that prevent accessibility. We will regularly obtain the views of all students, particularly those with Education Health and Care Plans (EHCP) and physical disabilities, to ensure that we are meeting their needs and making any necessary adjustments.
- We will make sure that all our students, regardless of disability, sex, race, religion, gender reassignment, sexual orientation, pregnancy or age have equal opportunities in taking part in extra-curricular activities.
- Breakfast Club is available to all students and is promoted widely to all students in the academy.

Review date and comments:

Equality Objective 2:

We aim to provide a curriculum that enables our pupils to function fully in a diverse and democratic society.

How will we achieve this:
- By ensuring that our whole school approach to citizenship enables students to appreciate their rights and responsibilities in modern British society.
- By ensuring that visitors invited to speak to our pupils represent a diverse range across society.
- Throughout the curriculum pupils will gain insight into wider global issues and allow enquiry into issues around diversity and discrimination.
- Throughout the academic year we will work with a range of carefully selected local, national and international charities to provide students with an insight into the wider communities and issues that they might face.
- We will offer a range of trips for our pupils so that they can develop cultural capital and broaden their experiences.

Review date and comments:

Equality Objective 3:

Improve our knowledge and understanding of discriminatory behaviours within our organisation.

How will we achieve this:
- By identifying Diversity, Equity and Inclusion (DEI) leads within our academies who will develop and lead the implementation of a DEI strategy.
- There will be training for all staff on the Equality Act 2010 and reasonable adjustments, and this will form part of the new staff induction.
- We will ensure there is at least one event per term that aims to improve staff and pupils' knowledge about discrimination.
- We will carry out regular questionnaires to find out about whether staff, families and pupils feel there is discriminatory behaviour that we do not know about or have not noticed.
- Our online safeguarding system will have clear separate categories for discrimination against the nine protected characteristics. Repeat offenders are identified, quick responses are established and external agencies utilised, where necessary.
- We will log all discriminatory behaviour against any of the protected characteristics to enable us to monitor and identify any areas of concern where more education is needed for staff, pupils or families.

Review date and comments: