



Compliance with Public Sector Equality Duty – Annual Report

As part of our school's commitment to its equality objectives, we continue to work on;

Eliminating discrimination

- Issues of equality and discrimination feature heavily in the revised PSHCE programme which is delivered to all year groups as dedicated lesson.
- Global Citizenship was introduced into this year's timetable and is taught to KS3 students twice per fortnight. This also deals with equality and discrimination which means that our youngest students are now considering these issues early on and for a significant proportion of their learning.
- Students who are guilty of homophobic or racist acts are excluded as an example to others and, where appropriate, counselled after the event to reduce the likelihood of a repeat incident.

Improving equality of opportunity for people with protected characteristics

- The school has appointed a VP this year who has responsibility for tracking the progress of all students and this includes groups of students with protected characteristics. Current tracking is now more regular and reliable than what was in place in the past, and also leads to timely and targeted intervention for vulnerable students which could include one sex or the other, or specific ethnic groups.

- The school has set up a mentoring programme for black male students using its own staff (from that ethnic groups) to act as role models for a potentially vulnerable group of students.
- In the past year, the school as appointed a dedicated HR manager and this has ensured that equal opportunities policies and procedures remain a key part of the staff recruitment process.
- The school now has procedures in place to support any students that become pregnant during their time in education. Drawing on expertise from staff whom were originally based at the College site, the Academy is now ready and prepared to deal with such issues given its expansion into KS4.
- The Student Council is increasingly active in the school and part of their remit is to ensure that students have a fair deal. Many of the protected characteristics are represented by individuals that make up the student council. This is not due to any type of quota system but through a democratic system that relies on other students' tolerance and open-mindedness (see Eliminating Discrimination).
- In the past year, the school's Senior Leadership team has changed significantly and has a genuine commitment to model and celebrate diversity.

Consulting and involving those affected by inequality

- Parent and student surveys are now a prominent feature of the school's QA process and give both groups the opportunity to express concerns in this area as well as being explicated asked about how fairly they are treated.
- Staff now complete annual questionnaire where they have the opportunity to express concerns in this area as well as being explicated asked about how fairly they are treated.
- We have introduced a named point of contact on the school website for stakeholders to share their ideas (and concerns) about how equality issues are dealt with.