



Equality Policy

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We are committed to understanding the diverse nature of communities, recognising their role in promoting equality for different groups of people and ensuring pupils and staff feel valued and confident. We expect our pupils and staff to achieve their full potential here at Rushden Academy.

1. Objectives

In-line with published guidance from the Equality Act 2010, we will:

- Treat individuals with equal value.
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- To foster positive attitudes and good relations between persons who share a relevant protected characteristic and persons who do not share it (ie: tackle prejudice and promote understanding).
- To take such steps as are reasonable to remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
- To take such steps as are reasonable to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
- To protect a range of education and training programmes which encourage everyone to participate in learning.
- To ensure that recruitment, retention and development of staff is done so following the equality principles.
- To consider equality implications before and at the time that policies are developed as well as keeping them under review on a continual basis.
- To carry out equality impact assessments to assess whether policies and / or plans are having a negative or adverse, or positive impact on specific groups of individuals.
- To ensure that all marketing activities and procurement processes meet equality and diversity best practice.
- To respect the religious beliefs and practices of all individuals.

In both its delivery of services and the employment of its staff, the academy will ensure that no person will be discriminated against due to any of the protected characteristics as detailed in the Act. This includes discrimination due to association or perception (where it is believed that an individual has a particular characteristic). The characteristic protected by the act are:

- Age (as an employer – but not applicable to students)
- Disability
- Ethnicity
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief
- Sex
- Sexual orientation

In addition to this no employees will be discriminated against due to trade union membership or activities.

The Act makes it unlawful for the responsible body of an academy to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions
- In the way it provides education for pupils
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

2. Role and Responsibilities

The academy will:

- Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the governing board.
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
- Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist.
- Ensure staff promote an inclusive and collaborative ethos in the academy, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equality.

The Governing Board will:

- Ensure that the academy's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the academy's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Monitor and evaluate the effectiveness of the equality policy annually.
- Monitor education outcomes, incidents of harassment and discrimination and referrals by a range of criteria including protected characteristics.

The Principal will:

- Implement this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Produce an annual report on the progress meeting the equality objectives set out in this policy.

Employees will:

- Be mindful of any incidents of harassment or bullying in the academy.
- Address any minor issues of harassment or bullying and report any major breaches of the policy to the principal
- Identify and challenge bias and stereotyping within the curriculum and the academy's culture.

- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

3. Equality objectives

The academy is committed to promoting the welfare and equality of all its staff, pupils and other members of the academy community. To achieve this, the academy has established the following objectives:

- Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups, and to review the curriculum
- Offer appropriate qualifications for all pupils
- Implement effective strategies to support pupils in all vulnerable groups
- Improve the quality of support for pupils in all vulnerable groups in the classroom
- Continue to explore the use of new technologies to support pupils in all vulnerable groups in accessing their learning.

4. Promoting equality

In order to meet our objectives, the academy has identified the following priorities:

- Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the academy will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- The academy will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- The academy will increase access for disabled children and young people to the academy curriculum and will take necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling them to take as full a part as possible in the activities of the academy. The academy will ensure there is adequate access to the physical environment of the academy.
- The academy will improve the delivery of written information to disabled children and young people.
- The academy will seek support from outside agencies
- Throughout the year, the academy will raise awareness of equality and diversity

The academy will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.

Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

5. Addressing prejudice-related incidents

The academy is opposed to all forms of prejudice and we recognise that pupils and staff who experience any form of prejudice-related discrimination may fare less well in the education system.

The academy will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.

If incidents continue to occur, the academy will address them immediately and report them through the appropriate procedure.

6. Curriculum

All pupils will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.

When planning the curriculum, the academy will take every opportunity to promote and advance equality.

When teaching the curriculum, the academy will promote equality and will not subject individuals to discrimination.

The academy will develop an appropriate curriculum for all pupils in all vulnerable groups.

The academy will ensure PSHE lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

7. Employment Provisions

The academy is committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair. Recruitment and selection procedures will be reviewed on a regular basis.

Where a candidate is known personally to a member of the selection panel it will be declared before shortlisting takes place. It may then be necessary to change the selection panel to ensure that there is no conflict of interest and that equal opportunities principles are adhered to.

As an employer, the academy strives to ensure that discrimination and harassment is eliminated in our employment practice and we actively promote equality across all groups within our workforce.

The academy will not discriminate against a potential employee in respect of whether to offer a job or the terms on which a job is offered. With regards to existing employees, the academy will not discriminate against an individual in respect of the benefits, facilities and services it offers including training opportunities, promotion or dismissal (including discipline and suspension). All staff appointments and promotions are made on the basis of merit, ability and in compliance with the law.

The academy is under a duty to make reasonable adjustments in relation to disability for employees or potential employees and will ensure that staff with disabilities have access to appropriate support in the form of aids, adaptations and other specialist services and will make reasonable adjustments to arrangements or practices to alleviate disadvantage.

Training

All staff will receive equal opportunities training which will include disability awareness / equality. This training will be part of staff induction as well as the CPD programme. All staff will receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

The academy will ensure that no member of staff is denied access to any form of training because of an inaccessible venue or because the provision does not account for their disability. Staff with disabilities will be actively encouraged to attend course which will support their career progression and personal development.

Staff discipline and suspension

The academy is committed to ensuring that all staff are treated fairly and consistently and this is held to account through our staff appraisal discipline, conduct, and grievance policies.

Staff performance will be monitored and we expect that staff will feel able to voice complaints and grievances in confidence, trusting that the academy will deal with their grievances fully, promptly, and fairly.

8. Collecting and using information

The academy will collect equality information for the purpose of:

- Identifying key issues, e.g. unlawful discrimination in teaching methods.
- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
- Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

The academy will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The academy will obtain the following information from their staff:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training
- Return to work of women on maternity leave
- Return to work of disabled employees following sick leave relating to their disabilities
- Appraisals
- Grievances (including about harassment)
- Disciplinary action (including for harassment)
- Dismissals and other reasons for leaving

9. Review

The policy will be reviewed every 3 years.

In addition to this policy there are several Academy and Trust policies that help ensure we work towards eliminating discrimination and promoting equality and inclusion for all those with a protected characteristic. Pertinent policies and documents available on the website and secure site for staff include:

- Anti-bullying policy
- SEND Policy
- Medical Needs Policy
- Sex and Relationships Education Policy
- Behaviour Policy

Appendix: A

How Rushden Academy complies with the public sector equality duty and meets the 8 objectives			
Protected characteristics	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	How do we improve equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not and promote understanding?
1. Age	<p>We will not discriminate in the selection of new staff on any criteria apart from their ability to perform the role outlined within the job description.</p> <p>Abolition of default retirement age</p> <p>Flexible working hours if requested</p>	All staff have access to continued professional development opportunities, advice and guidance.	Teaching methods will encourage positive attitudes and opportunities to work within and across departments supporting each other. Further CPD will enhance the practice of all staff regardless of age
2. Disability	<p>Hate crimes based on disability are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed.</p> <p>Inappropriate talk or actions that promote discrimination on the grounds of disability are challenged by staff and incidents logged centrally.</p> <p>SEND Reviews</p> <p>Learning for Life Days</p> <p>Through our schemes of learning</p> <p>Extra-curricular activities</p>	<p>We aim to avoid stereotypical assumptions about pupils' abilities and aptitudes.</p> <p>All pupils are encouraged to consider the full range of options pre- and post-GCSEs.</p> <p>Access to differentiated lessons and curriculum options.</p>	<p>Use HUB support to assist pupils & deploy TAs where required.</p> <p>Keep in regular contact with parents and conduct review and planning meetings.</p> <p>We will take active steps to ensure that disabled parents are encouraged to become involved in the school.</p> <p>Participation will be monitored (eg parents' evenings).</p>

	Through our performing arts productions & creative subjects		
3. Gender Reassignment	We will not discriminate in the selection of new staff on any criteria apart from their ability to perform the role outlined within the job description.	All staff have access to continued professional development opportunities and this will be monitored. Curriculum and facilities are suitably differentiated to accommodate full inclusion.	Meet with parents and the pastoral team and clinicians as soon as aware. Support from school counsellors Issues of equality and diversity will feature in staff inductions, training and staff meetings, as appropriate.
4. Pregnancy and Maternity	We will adjust working practices in line with health and safety advice during pregnancy. We will uphold employment law relating to maternity and paternity leave. HR first point of contact Pastoral Team to care and support Through our schemes of learning Through our performing arts productions & creative subjects	We will support the education of any pupil is pregnant in line with health and safety advice. Staff meet with line manager to discuss necessary adjustments such as flexible working hours and follow a risk analysis.	Issues of equality and diversity will feature in staff inductions, training and staff meetings, as appropriate. Use external agencies where appropriate

5. Race	<p>Race hate crimes are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed.</p> <p>Through our performing arts productions & creative subjects inappropriate talk or actions that promote racial discrimination are challenged by staff and incidents logged centrally.</p>	<p>Pupils' are tracked by groups, including ethnicity. Performance compared to the whole school community is monitored in relation to academic indicators as well as behaviour.</p> <p>We will ensure that admissions criteria are open to all ethnic groups and administered consistently and fairly.</p>	<p>Teaching methods will encourage positive attitudes to racial diversity and equality.</p> <p>Build on previous Learning for Life Events to promote greater understanding.</p> <p>Use parent forum</p> <p>Communicate via parent bulletin, twitter and facebook</p>
6. Religion and Belief	<p>Religious hate crimes are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed.</p> <p>Inappropriate talk or actions that promote religious discrimination are challenged by staff and incidents logged centrally.</p> <p>Learning for Life Days</p> <p>Humanities lessons</p> <p>English lessons</p> <p>Assemblies</p> <p>Through our schemes of learning</p> <p>Through our performing arts productions & creative subjects</p>	<p>We will facilitate the need for pupils to observe religious requirements in relation to worship.</p> <p>Using representatives of other faiths to raise awareness.</p>	<p>Teaching methods will encourage positive attitudes to religious diversity and equality.</p> <p>We will acknowledge and celebrate a range of religious festivals throughout the year in assemblies and through our Learning for Life Events</p>

7. Sex	<p>Sexual crimes are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed.</p> <p>Inappropriate talk or actions that promote sexual discrimination are challenged by staff and incidents logged centrally.</p> <p>Through our schemes of learning</p> <p>Through our performing arts productions & creative subjects</p>	<p>Pupils' are tracked by groups, including sex. Performance compared to the whole school community is monitored in relation to academic indicators as well as behaviour.</p>	<p>Teaching methods will promote achievement equally from both boys and girls.</p>
8. Sexual Orientation	<p>Homophobic hate crimes are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed.</p> <p>Inappropriate talk or actions that promote homophobic discrimination are challenged by staff and incidents logged centrally.</p> <p>HR for staff</p> <p>Learning for Life Events</p> <p>Assemblies</p> <p>Through our schemes of learning</p> <p>Through our performing arts productions & creative subjects</p>	<p>All pupils will be encouraged to consider the full range of options pre and post GCSEs, regardless of sexual orientation.</p>	<p>Teaching methods will encourage positive attitudes to sexual diversity and equality</p>

This policy was approved by the board on: 10th May 2022

Signature of LGB chair:

A handwritten signature in blue ink, appearing to read 'Tim Foster', with a long, sweeping horizontal stroke extending to the right.

Name of LGB chair:

Tim Foster

Date of renewal:

March 2025