

EQUALITY INFORMATION & OBJECTIVES



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STRIVE Inclusive
Academy

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Statement of intent

Strive IA recognises that certain groups in society can be disadvantaged because of unlawful discrimination they may face due to their race, sex, disability, gender reassignment, marriage or civil partnership, religion or belief, sexual orientation, age, or pregnancy and maternity.

The Provision has a statutory duty to publish an Equality Information and Objectives Statement. This policy sets out how the Provision determines its equality objectives.

1. Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- The Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- Data Protection Act 2018
- The UK General Data Protection Regulation (GDPR)

This policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'

This policy operates in conjunction with the following policies:

- Equality Information and Objectives Statement
- Admissions Policy
- Complaints Procedures Policy
- Data Protection Policy

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination harassment and victimisation
- Advance equality of opportunity
- Foster good relations

For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'. The Provision fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. Protected characteristics, under the Act, are as follows:

- Age
- Disability



- Race, colour, nationality or ethnicity
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

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

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

The responsible body for the Provision is the Senior Team or the LA.

The Provisions' liability not to discriminate, harass or victimise does not end when a pupil has left the Provision, but will apply to subsequent actions connected to the previous relationship between Provision and pupil, such as the provision of references on former students or access to former students' communications and activities.

The Provision will promote equality of opportunity for all staff and job applicants.

2. Roles and Responsibilities

The Manager/Co-ordinator will:

- Ensure that the Provision complies with the appropriate equality legislation and regulations
- Meet its obligations under the PSED to:
 - Publish equality objectives at least every four years commencing on the date of the last publication.
 - Update and publish information every year to demonstrate Provision compliance with the PSED.
- Ensure that the Provisions' policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the Provisions' Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices and professional development programmes.
- Proactively recruit high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.



- Implement and champion 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 of implementing the provisions of this policy and report it to the LA.

Employees will:

- Be mindful of any incidents of harassment or bullying in the Provision.
- Track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to the Manager as necessary and following up with students as required.
- Identify and challenge bias and stereotyping within the curriculum and the Provisions' culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.
- Champion diversity and inclusion.

Pupils will:

- Not discriminate or harass any other student or staff member.
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to the Manager or to another member of staff.
- Abide by all the Provisions' equality and diversity policies, procedures and codes.

3. Equality objectives

The Provision is committed to promoting the welfare and equality of all its staff, pupils and other members of the community.

Strive IA sees all members of the Provision community as of equal value, regardless of any protected characteristic. The Provisions' policies, procedures and activities will not discriminate but must nevertheless take account of differences in life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.



The Provisions' Equality Information and Objectives Statement sets out how the Provision is meeting the PSED and outlines how equality of opportunity is ensured for all members of the Provision community. The Equality Information and Objectives Statement is reviewed at least every four years.

4. Collecting and using information

In accordance with the requirements outlined in the UK GDPR and Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with the Provisions' legal obligations.

The Provision 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 Provision 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 staff members on parental 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

The Provision will use the information it obtains to analyse any gaps present in its equality documentary.

5. Addressing prejudice-related incidents

The Provision is opposed to all forms of prejudice. The Provision will ensure that pupils and staff are aware of the impact of prejudice. The Provision will address any incidents immediately and, where appropriate, report them to the LA.

Any reports of bullying and prejudice will be carefully monitored and dealt with accordingly.



6. Complaints procedures

The Provision aims to resolve all complaints at the earliest possible stage and is dedicated to continuing to provide the highest quality of education possible throughout the procedure. Any person, including a member of the public, is able to make a complaint about the provision of facilities or services that the Provision provides.

The Provision will adhere to the Complaints Procedures Policy to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality, and delivers an effective response and appropriate redress. If a complaint has completed the Provisions' process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the Complaints Procedures Policy.

The Provision works to develop good professional relationships between colleagues; however, the Provision understands that sometimes conflicts may arise. Through maintaining open communication, the Provision wants its employees to feel able to raise any grievances so that appropriate and effective solutions can be put in place.

7. Monitoring and review

The Manager will review this policy annually, to ensure that all procedures are up to date. The policy will be monitored and evaluated in the following ways:

- Individual attainment data
- Equal opportunities recruitment data
- Equality impact assessments
- Incident records related to harassment and bullying



APPENDIX A

Strive IA

Equality Information and Objectives Statement – July 2024

We welcome our duties under the Equality Act 2010. The Provisions' general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, student, prospective student, or other member of the Provision community because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for students and staff. Our Provision is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

In accordance with our Mission Statement and Provision Values, we aim to:

- respect the equal human rights of all our pupils
- educate them about equality
- respect the equal rights of our staff and other members of the Provision community

To achieve this, we will adopt the following methods:

- Embedding equality within teaching and resources
- Using key data indicators to understand the needs and characteristics of our Provision
- Promoting community cohesion
- Promoting parental engagement
- Investing in regular staff training



- Using key data, such as measures of wellbeing, to monitor the progress of students with protected characteristics
- Regularly reviewing our equality policy to ensure it reflects current trends and issues

We believe that a greater level of success from students and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the Provision. This environment will be achieved by:

- Being respectful
- Always treating all members of the Provision community fairly
- Developing an understanding of diversity and inclusion and the benefits it can have
- Adopting an inclusive attitude and ensuring that the whole community understands what inclusive behaviour looks like in the Provision and how this aligns with the Provisions' values
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness
- Challenging bias and calling it out in order to move the conversation forward

We are committed to having a balanced, diverse and fair curriculum. We believe that our students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that students learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

At Strive IA, we do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our Provision with the utmost severity. When an incident is reported, our Provision is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our students are taught to be:

- Understanding of others
- Celebratory of diversity
- Eager to reach their full potential
- Inclusive, accepting and tolerant
- Aware of what constitutes discriminatory behaviour.

The Provisions' employees will not:

- Discriminate against any member of the Provisions' community
- Treat other members of the Provisions' community unfairly

The Provisions' employees will:



- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example
- Seek training if they need to improve their knowledge in a particular area.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the Provision community. All staff members are obliged to act in accordance with the Provisions' various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

At Strive IA we develop our curriculum to be as representative of the world and our community as much as possible. We aim to celebrate diversity and promote acceptance and respect. We want a curriculum that allows our children to regularly learn about, and be inspired by, individuals of all abilities from all backgrounds, cultures, genders, sexualities, religions and ethnicities. We aim that the celebration of differences is embedded in our lessons and discussed frequently at every opportunity possible throughout the year.

Significant Individuals

We want to focus on how the persistence and determination of significant individuals, from all backgrounds, have positively influenced the world in which we live and celebrate their achievements and contributions. We have considered how we can represent a variety of people in all of our subjects.



Challenging Stereotypes

We want to make sure that we challenge assumptions to broaden our children's thinking. At Strive IA we use carefully chosen images, stories and activities throughout the curriculum to allow the chance to dispel stereotypes.

Diverse Visuals

We ensure that the visuals we choose are inclusive and diverse throughout the curriculum. Varied visuals also give our children opportunities to raise and discuss ideas that are important to them. This allows our children to explore the world and ask questions in a safe space.

Diverse Texts

It is really important that children get to 'see themselves' in books, both fiction and non-fiction. Not only should they see themselves, but they should also be given the opportunity to see a wide range of people in all sorts of roles including that of the main characters and authors. We have committed to buying new books that continue to diversify our library, to be more inclusive and challenge stereotypes.

Inclusion

At Strive IA we believe passionately that every child, of every ability, should have equal opportunities to develop and achieve, and that every child should believe that they can do and be anything they wish. Through high quality first teaching, careful identification and targeted support we strive to meet the needs of all children in an inclusive environment. Teaching, training, expert external support, apt resourcing and highly positive relationships between staff and children all help our children to make progress, particularly for those who may find the curriculum challenging.

Additionally, at Strive IA we value parental partnerships and have an open-door policy with staff as well as an approachable, experienced Manager and so we are able to act quickly as needs arise or are made known. Through open and honest dialogue and apt support, we are able to offer our children and families the tools that they need to make progress throughout their journey with us and beyond.

Prejudice is not tolerated, and we are continuously working towards a more accepting and respectful environment for our community.