



Equality Statement

PURPOSE

This paper outlines how we comply to the public sector equality duty.

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1. Mission Statement

Our vision

ARK Kings Academy is a mixed, non-selective secondary school for 11-16 year olds with a sixth form due to open in September 2017. We aim to be an exceptional first-choice school serving the community of Kings Norton and particularly the area in which the school is based.

We set out to prepare our students for further and higher education leading to a career of their own choice.

It is a school with the highest expectations of its students to achieve academic excellence and to make a positive contribution both to the academy and the wider community that we serve.

Our school motto ‘**Aspire. Expect. Achieve. Together**’ captures the essence of our school.

- Every student is encouraged and helped to aspire to great things in their lives – both what they can do now and what they can be and will do in the future.
- Every student can expect to be taught well in an orderly and industrious environment and in return can expect to work hard, be respectful of others and make no excuses.
- Every student can achieve. We will do whatever we can to help ensure each student succeeds each and every day.

To achieve these high ambitions we focus on three main outcomes for every student:

- **High value academic qualifications** that provide a basis for further training, education or employment, with a particular emphasis on high attainment in English and mathematics.
- **Outstanding character and attitudes to learning** to ensure each student can be successful in their school, home and work life.
- **Employability skills that count** to ensure our students stand out in the workplace.

“At ARK Kings Academy, through building a culture of student participation, engagement in learning and academic success, every student will make excellent progress, develop outstanding character and be successful in life, education and employment.”

2. Our school and Equality Act 2010

The Equality Act 2010 outlines the three aims of the general duty to have due regard for Equality, across all organisations:

- Eliminate discrimination, harassment, victimisation and other conduct that is 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 across all protected characteristics – between people who share a protected characteristic and people who do not share it.

Specifically, due regard is to be given within organisational life in order to:

- Remove or minimise disadvantages
- Take steps to meet different needs
- Encourage participation when it is disproportionately low.

We have a strong commitment to fairness and equality in everything that we do.

- We endeavour to ensure that everyone is treated fairly and with respect.
- We work hard to make sure that the academy is a safe and secure environment for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

We welcome our general duty under the Equality Act 2010 to have due regard to the need to eliminate discrimination; to advance equality of opportunity; and to foster good relations.

We also welcome our specific duties to publish information about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities or disadvantages.

Meeting our duties to promote community cohesion, and the spiritual, moral, social and cultural development of pupils, also supports how we meet the needs of different groups of pupils and how we foster good relations.

We welcome the emphasis in the Ofsted inspection framework on the importance of narrowing gaps in achievement which affect, amongst others:

- pupils from certain ethnic and cultural backgrounds
- pupils who are supported by the pupil premium
- pupils who are disabled
- pupils who have special educational needs

3. The Public Sector Equality Duty

The information provided in this section shows how we are meeting the public sector equality duty. We are required to have due regard for the need to:

- A. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- B. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- C. Foster good relations between people who share a protected characteristic and people who do not share it.

The information below is a summary of how we have due regard to the need to eliminate discrimination, harassment and victimisation. Please contact us if you would like to see copies of any of our school policies.

- We are aware of the requirements of the Equality Act 2010 that it is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.
- Our school governors, and Ark trustees, have been briefed on their legal responsibilities under the Equality Act 2010, and have also been involved in supporting the school to meet its public sector equality duty.
- We try to keep an accurate record, when possible and appropriate, of the protected characteristics of our pupils and employees.
- We have a school Behaviour Policy that outlines our expectations of both pupils and staff in their interactions with each other, including our approach to tackling bullying and prejudice
- We deal promptly and effectively with all incidents and complaints of bullying and harassment
- We keep a record of all such incidents and notify those affected of what action we have taken.
- We provide training to all staff in relation to dealing with bullying and harassment incidents.
- We have a Special Educational Needs and Disabilities Policy that outlines the provision the school makes for pupils with special educational needs.
- Our Complaints Policy sets out the procedures through which we deal with any complaints.
- We aim to observe and implement the principles of equal opportunities and non-discrimination in our employment practices.

- We pay due regard within our recruitment practices, to safeguarding and protecting our pupils.
- We have procedures for addressing staff discipline, conduct and grievances

4. Consultation and Engagement

We aim to engage and consult with pupils, staff, parents and carers, and the local community, so we can age develop our awareness of equality issues, learn about the impact of our policies, set equality objectives and improve what we do. Our main activities for consulting and engaging are:

- **Consultation with pupils** feedback from : Head Boy and Head Girl, school prefects, school council, pupil leadership teams, PASS survey, form reps,
- **Consultation with staff** feedback from: staff survey; feedback from staff from briefings, staff meetings whole school CPD, Staff governor and line management structure.
- **Consultation with parents and carers** feedback from : parents' evenings, parent forum, parent survey, Ofsted parent view, complaints handling, form tutor meetings, HOYL meetings, SSM meetings, SLT meetings
- **Consultation with local community** e.g. surveys, contact with community groups, Place2Be provision, Carillion consultation with local community, Three Estates Group, Police surgery, Northfield Constituency meeting

5. Relevant Policies

Student Policies	HR Policies	IT Policies
<ul style="list-style-type: none"> • Sex Education • Screening, searching & confiscating • SEND • Teaching & Learning • Offsite activities & education visits • Code of conduct • Parental complaints • Physical intervention • Anti-bullying • Behaviour for learning • Disability Equality • Equality Opportunities • Gender Equality • Inclusion • Managing Violence in School • Safeguarding • Exclusions • Admissions • Attendance 	<ul style="list-style-type: none"> • Equal Opportunities & Diversity • Allegation against member of staff • Recruitment & selection • Personal relationships at work • Capability • Grievance procedures • Protection for harassment at work • Staff discipline • Staff induction • Staff performance management • Staff professional development • Whistle blowing policy • Working beyond normal retirement age • Violence in the Workplace • Leave of Absence • Paternity • Absence Management Policy • Health and Safety • Probation • Complaints • Disciplinary • Dignity at Work • Parental/ Maternity 	<ul style="list-style-type: none"> • E Safety • Mobile phone & internet connector • IT Acceptable Use