



Equality Statement

PURPOSE

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

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1. Mission Statement

Our vision

At ARK Kings Academy, every individual will develop the character to thrive in life, education and employment.

To achieve this, we provide our pupils with a rich character curriculum that encompasses pupils protected characteristics, celebrates diversity, promotes equality and drives an inclusive culture.

We encourage our pupils, staff, parents, carers and Governors to actively tackle all forms of prejudice and discrimination.

2. Our academy 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.

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

- We work to ensure the academy is a safe and secure environment for everyone.
- We consult and involve different stakeholders in our decision making.
- 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.
- All pupils are encouraged to consider the full range of career opportunities available to them with no discriminatory boundaries placed on them due to their disability, gender or race.
- Positive role models are used throughout the school to ensure that different groups of pupils can see themselves reflected in the school community.

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.

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 keep an accurate record, when possible and appropriate, of the protected characteristics of our pupils and employees.
- We have a school Rewards, Praise and 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 : a variety of pupil groups and pupil leaders.
- **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, Kings council, parent survey, Ofsted parent view.
- **Consultation with local community** e.g. surveys, contact with community groups.

5. Relevant Policies

- RSE
- SEND
- Teaching & Learning
- Offsite activities & education visits
- Rewards, Praise and Behaviour
- Complaints
- Anti-bullying
- Behaviour for learning
- Disability Equality
- Gender Equality
- Inclusion
- Safeguarding
- Exclusions
- Admissions
- Attendance and Punctuality
- Equal Opportunities & Diversity
- Allegation against member of staff
- Recruitment & selection
- Personal relationships at work
- Capability
- Grievance procedures

- Protection for harassment at work
- Staff induction
- Staff performance management
- Staff professional development
- Whistle blowing policy
- Retirement age
- Violence in the Workplace
- Leave of Absence
- Paternity
- Parental/ Maternity
- Absence Management
- Health and Safety
- Probation
- Disciplinary
- Dignity at Work
- E Safety and staying safe online
- IT Acceptable Use