



**Red Kite Academy**

# **Red Kite Special Academy**

## **Equality Duty with Objectives Policy**

**Approved by Senior Leadership Group: 09/01/2024**

**Ratified at Governors Meeting: 08/02/2024**

**Policy Review Date: January 2028**

**Review Cycle: 4 years**

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### 1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination 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 characteristics – between people who share a protected characteristic and people who do not share it

Our school aims to promote respect for difference and diversity in accordance with our values. The Kingsley Learning Foundation Mission Statement ‘Helping people living in extraordinary circumstances to live ordinary lives’ is at the heart of everything we do.

### 2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies with our funding agreement and articles of association.

### 3. Roles and responsibilities

The Governing Board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

### 4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

## 5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

## 6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of difference.
- A personalised curriculum. This includes our preparation for adulthood curriculum as well as RE and PSHE.
- Holding assemblies dealing with relevant issues (where appropriate).
- Working with our local community. Inviting in outside organisations (where appropriate)
- Organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school

## 7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Is accessible to pupils with disabilities
- Cuts across any religious holiday

## 8. Equality objectives

### Objective 1:

**For all pupils to make a positive contribution to the wider life of the school.**

Rationale:

Everybody has a right to have a voice, and at Red Kite Special Academy, our children and young people are at the heart of everything we do. Providing our children with opportunities to make a positive contribution to the life of the school builds a sense of community and supports our pupils to feel heard and valued.

Action:

- Class staff to communicate with pupils in preparation for their annual reviews so their voice can be heard in this meeting including likes, dislikes and important things.
- Family Support Workers to work with pupils across the school to gain their voice when planning events, activities etc.

<ul style="list-style-type: none"> <li>Set up a school council represented by pupils of different ages and protected characteristics. The school council will meet regularly to discuss and share their ideas, opinions, and feelings on a range of subjects?</li> </ul>
Progress made:
<b>Objective 2:</b> <b>To develop pupils knowledge and understanding of different faiths and cultures, to ensure that that have a comprehensive understanding of difference in society.</b>
<b>Rationale:</b>  We want our pupils to have a good understanding of difference including different faiths and cultures. This will support them in their preparation for adulthood.
<b>Action:</b> <ul style="list-style-type: none"> <li>Create an equality and diversity calendar which maps out different faiths and celebrations we will focus on across the year.</li> <li>Use teaching materials and resources that reflect positive images of protected characteristics, including race, gender and disability.</li> <li>Monitor and update the books in the school library to ensure children can access texts from different cultures, backgrounds, perspectives and experiences.</li> <li>Ensure there are displays in the school corridor which reflect different celebrations.</li> <li>Plan visits into the local community across all year groups.</li> </ul>
Progress made:
<b>Objective 3:</b> <b>To continue to improve accessibility across the school site for pupils.</b>
<b>Rationale:</b>  To ensure equal opportunity for all pupils within school, regardless of protected characteristics.
<b>Action:</b> <ul style="list-style-type: none"> <li>Install a wheelchair-accessible swing on the Meadows playground (Feb 2024)</li> <li>Install a sensory garden with raised planters in the Meadows playground</li> </ul>
Progress made:

## 9. Monitoring arrangements

- This document and its objectives will be implemented by the Senior Leadership Group and reviewed annually.
- This document will be reviewed by the Headteacher at least every 4 years.
- This document will be approved by Kingsley Learning Foundation governing body.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan