

Equality Policy

# CORITANI ACADEMY



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## 1 Overview

Coritani Academy is committed to being inclusive as we see diverse population of both pupils and staff as one of the School's greatest strengths. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of all the School's activities.

The Academy is committed to a zero tolerance policy in relation to less favorable treatment on the grounds of any protected characteristic under the protected characteristics - Equality Act 2010 ([www.legislation.gov.uk/ukpga/2010/15/section/4](http://www.legislation.gov.uk/ukpga/2010/15/section/4)). The protected characteristics are defined as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sex and sexual orientation.

## 2 Objectives

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their protected characteristics
- To recognize and celebrate diversity within our Academy community whilst promoting community cohesion.
- To ensure that this policy is applied to all we do
- To ensure that pupils and parents are fully involved in the provision made by the Academy.
- To ensure that within the Academy budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

## 3 Good Practice

We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the Academy.

We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions, we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our Academy with protected characteristics, eg homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

## 4 Strategies

Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the Academy reflect the objectives of this policy.

Parents and governors will be involved and consulted about the provision being offered by the Academy.

Teachers will ensure that the teaching and learning takes account of this policy.

The Academy will seek to educate pupils in a inclusive environment using the PSHE programme, curriculum and external speakers to promote understanding and appreciation of equality and the protected characteristics.

The diversity within our Academy and the wider community will be viewed positively by all.

Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.

Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

The positive achievements of all pupils will be celebrated and recognised.

## 5 Outcomes

This policy will play an important part in the educational development of individual pupils.

It will ensure that all pupils are treated equally and as favourably as others.

The Academy will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the Academy community.

We are committed to meeting the individual needs of each child and will take full account of their protected characteristics.

## 6 Equality Objectives

The Equality Act 2010 requires Academies to publish specific and measurable equality objectives.

Our equality objectives are based on our analysis of data and other evidence.

Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

## 7 Equality objective 2021 – 2024

Coritani Academy is dedicated to guaranteeing that provision is equitable throughout our academy community.

### **We endeavour to achieve this by:**

- Promoting cultural development and understanding via a wide range of experiences, both in and beyond daily school-life
- Ensuring a wealth of opportunities exist within the academy curriculum and wider curriculum (including educational visits and visitors to the academy) to address issues of equality
- Effectively supporting and challenging students so that progress is made by all, including those in vulnerable groups

- Monitoring and responding to any issues that arise where prejudice is considered to be a contributing factor
- Ensuring the academy environment is as accessible as possible to students, staff and visitors.

### Document Control

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