The Equality ‘Objective’

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Reviewed By:	George Pearce, Head of Faculty
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Approved By:	Governing Body
Next Review:	July 2023

The Equality ‘Objective’

George Dixon Academy equality ‘Objective’

Herein, details can be found of how the academy meets the duties under the Equality Act 2010 and support the passionate commitment to providing an environment in which each individual has complete equality of opportunities and do not suffer any discrimination, whether directly or indirectly.

General Equality Duty

In October 2010, the new Equality Act introduced a Public Sector Equality Duty, which requires the Academy to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

Protected Characteristics

There are 9 Protected Characteristics under the Equality Act:

- Age,
- Disability,
- Gender Reassignment,
- Marriage and Civil Partnership,
- Pregnancy and Maternity,
- Race,
- Religion or Belief,
- Sex
- Sexual Orientation.

The Equality Duty requires the Academy to consider how our activities affect the people who share these different protected characteristics and to publish information to show how we do this.

The Equality ‘Objective’

Equality Information

In order to meet our Equality Duty, we are required to publish Equality Information about how our policies and practices affect those with Protected Characteristics. To this end we have conducted an Equality Analysis to assess and demonstrate our compliance with our Equality Duty. A copy of this analysis can be found in **Appendix 1**. We will conduct this analysis on an annual basis.

Equality Objectives

As well as publishing Equality Information, we are required to establish at least one Equality Objective to address any areas of inequality, or possible inequality, identified as part of our analysis. We will publish Equality Objectives at least every four years.

The academy equality objectives are:

1. To link with a number of outside agencies to enhance pupil awareness and understanding of equality and diversity.
2. To promote equality and diversity through assemblies, PSHE and displays.
3. To monitor and analyse pupil achievement by SEND, gender and race and act on any trends or patterns.

Business Planning

During our business planning process we ensure that we take into account the effect of our decisions on different groups. We consider if there are any unintended consequences for some groups and whether our business plan will be fully effective for all target groups.

Further Information

Further information regarding our commitment to equality can be obtained by contacting Tutvinder Mann (Deputy Headmaster) 0121 566 6565 / t.mann@georgedixonacademy.com
George Academy Academy, Portland Road, Edgbaston, Birmingham, B16 9GD

Signed (Chairperson): **Approved at Academy Trust Meeting**

Print Name: **Sir Robert Dowling** **Date:** **7th July 2021**

George Dixon Academy - EQUALITY ANALYSIS

Protected Characteristi	Group	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	What evidence do we hold that we advance equality of opportunity with those who share a protected characteristic and those who do not?	What evidence do we hold that we foster good relations with people who share a protected characteristic and those who do not?	What action do we need to take?
Race	***All:***	• Academy Equality Policies & Guidelines	• Analysis of micro-populations (outcomes) • Analysis of involvement in activities- cross-curricular etc. • Celebrate diversity	• Academy activities to promote positive attitude to support all groups including PSHE Events, External visitors, tutor programme and assemblies • Academy Vision Statement	• Update of localised policies
	Staff:	• Group Equal Opportunities Statement, • Group Equality Guidelines • Recruitment & Selection Policy • Group Harassment & Bullying Policy • HR data, applicant monitoring	• Fair recruitment processes	• Staff Briefings • Monitoring of workforce	• Continue to monitor employment to move towards a greater reflection of Academy community

	Students:	• Academy Race Equality Policy (students) • Group Anti Bullying Policy • Group Equal Opportunities Student Policy • Academy MIS records • Analysis of 'micro population groups' as defined by Ofsted • Comparative attainment data	• Analysis of attainment data demonstrates that we achieve well and promote high achievement across racial groups • Academy Council/Voice • Black History Month incorporated into history curriculum and form time • Display • Activities to mark Holocaust Memorial Day	• Assemblies • Monitoring of student images in Academy materials, World Music celebrations • Academy Council/Voice • Guest speakers • Lessons from Auschwitz project	• Celebration assemblies for national events etc
Disability	***All:***	• Academy Equality Guidelines • Academy Disability Statement	• Academy Equality Guidelines • Disability Discrimination Act compliance – reasonable adjustments made	• Communications record with families of students with disabilities and provision for staff • Academy Vision Statement	• Update of localised policies
	Staff:	• Group Equality Guidelines • Group Equal Opportunities Statement • Recruitment & Selection Policy, Harassment & Bullying Policy,	• Group Equality Guidelines • Fair recruitment process	• Fair and transparent HR processes • Staff Briefings	

		• HR data • Support plans and info on phased returns Data on staff registered disabled			
	Students:	• SEN achievement data • Data on disabilities and adjustments made • Evidence of exam access • Interviews with families	• Assemblies • RE curriculum • FACE fora and workshops • Discussions on tolerance • Display	• Supporting students with disabilities, • Staff advised via medical pen pictures • Guest speakers	
Sex	***All:***	• Academy Equality Guidelines • Community cohesion	• Academy Equality Guidelines	• HR policies and procedures. • Academy Newsletter	• Update of localised policies
	Staff:	• Academy Equality Guidelines • Equal Opportunities Statement, Recruitment & Selection Policy • Harassment & Bullying Policy • HR Data	• Academy Equality Guidelines • CPD access • Employee Assistance Scheme	• Fair and transparent processes • Training availability and attendance • Staff Briefings • EAP Scheme	
	Students:	• Sex and Relationships Policy • Student results	• Inclusion • Curriculum • Assemblies • Behaviour policy	• Curriculum & syllabus data • Attendance data • ABSW	

		• Evidence of improvement • Student data • Incident forms • Analysis of 'micro population groups' as defined by Ofsted	• Academy Based Social Worker • Academy Council/Voice • Displays • Women's History Month incorporated into history curriculum and form time	• Assemblies • Academy Council/Voice • Guest speakers	
Gender Reassignment	***All:***	• Gender Reassignment Guidelines • Group Equality Guidelines • Group Equal Opportunities Statement	• Gender Reassignment Guidelines • Group Equality Guidelines	• EAP Scheme • ABSW • Academy Vision Statement	• Update of localised policies
	Staff:	• Academy Equal Opportunities Statement • Harassment & Bullying Policy	• Academy Equal Opportunities Statement • EAP Scheme • Inclusion – case notes	• Staff Briefings	
	Students:	• Anti Bullying Policy • Academy Equal Opportunities Policy	• ABSW • Academy Council/Voice • Academy Equal Opportunities Policy • Displays • LGBT History Month incorporated into history curriculum and form time • Stonewall School Champion	• Assemblies to promote ethos & diversity • ABSW • Student Council/Voice • Guest speakers	• Monitor type of bullying, content of graffiti, taking seriously the reasons for Academy refusal and being bullied

			• LGBT section in library • Use of Stonewall resources in careers development programme.		if gender related. • Talk to Students and understand how things could be improved for them.
Pregnancy and Maternity	***All:***	• Academy Equality Guidelines	• Compliance with Guidelines and Policies	• Ongoing communication and support • Academy Vision Statement	
	Staff:	• Group Equality Guidelines • Equal Opportunities Statement, Recruitment & Selection Policy • HR data on rate of return post maternity leave	• Compliance with legislation, Maternity entitlements • Flexible Working Requests / Adjustments made	• Celebration of pregnancies and births • Paternity leave granted • Staff Briefings	

	Students:	• Student data available • Student pen pictures • SSP minutes • Tutor time / PHSE • Admissions Policy • Achievement data • Adjustment timetable	• Adjustments to support learning • Liaison with other agencies • Flexibility over curriculum and exams • Results analysis • ABSW • Student Council/Voice • RSE curriculum	• Support network from pastoral team • Student encouraged to maintain links with Academy during absence and kept informed of student activities • Ongoing communication and support • Liaison with families • Assemblies • ABSW • Academy Council/Voice • Guest speakers	• Sex education and awareness for students
	All:	• Equality Guidelines	• Compliance with Guidelines	• Academy Vision Statement	
	Staff:	• Equal Opportunities Statement • Recruitment & Selection Policy • Age profile of staff • HR policies, procedures and guidance • CPD availability and attendance	• Compliance with legislation • Group Retirement Guidelines	• Events / CPD inclusive of all age ranges	• Promote flexible working in the latter part of Academy career to support transition from work to retirement
Age	***Students:***	• Tutor time • Curriculum	• Transition events and visits to primary schools. • ABSW	• All events inclusive • Academy work experience	• Better opportunities for work

			• Student Council/Voice	• Curriculum progression • Guest speakers • Assemblies • Academy Newsletter • ABSW • Academy Council/Voice	experience for more students
Religion and Belief	***All:***	• Academy Equality Guidelines • Community cohesion	• Time off for religious observation	• Academy Newsletter • Community involvement • Time off for religious observation • Academy Vision Statement	
	Staff:	• Academy Equal Opportunities Statement • Recruitment & Selection Policy, Harassment & Bullying Policy, recruitment and promotion data	• Adapted facilities for washing • Fair recruitment processes	• Adapted facilities for washing • Awareness and community involvement • Time off to celebrate religious beliefs • Academy Briefings • Academy calendar adapted to meet the needs of majority religious group	
	Students:	• Academy Equal Opportunities Statement • Tutor time • Admissions Policy	• RE curriculum • Use data to identify groups and implement interventions • Extended Academy activities for all • Academy Council/Voice	• Students provided with time and space to observe • Community involvement • Time off for religious observation • Assemblies • ABSW	• Celebration of major religious festivals with both students and parents

			• Birmingham City Mission GSUS trailer • Activities for Holocaust Memorial Day	• Academy Council/Voice • Academy calendar adapted to meet the needs of majority religious group • Guest speakers	
Sexual Orientation	***All:***	• Academy Equality Guidelines • Community Cohesion	• Group Equality Guidelines	• Academy Vision Statement	
	Staff:	• Equal Opportunities Statement, Recruitment & Selection Policy • Harassment & Bullying Policy • HR data	• Fair recruitment processes • Engage staff in policy development • EAP Scheme	• Staff Briefings • EAP Scheme	
	Students:	• Tutor time • Admissions policy • Incident forms • Comparable attainment data • Student population data – benchmarked against local population data • Student exclusion for discriminatory behaviour	• RE curriculum • Data to identify and implement interventions • ABSW • Academy Council/Voice • Stonewall School Champion • LGBT History Month incorporated into history curriculum and form time • LGBT section in library • Displays	• Team work, any needs identified and strategies put in place to support students • Assemblies / Guest Speakers • ABSW • Academy Council/Voice	

Marriage and civil partnership All		• Use of Stonewall resources in careers development programme.	
Staff	Academy Equality Policies and Guidelines	Academy Equality Guidelines	HR policies and procedures
Students	Equal opportunities statement, recruitment and selection policy	Compliance with legislation Fair recruitment process	Celebration of marriages and civil partnerships Staff briefings
	Equality and diversity policy	RSE curriculum Assemblies Display	Assemblies Guest speakers