



Public Sector Equality Statement/Objectives

Introduction

The Public Sector Equality Duty came into force and requires us to have due regard to the need to achieve the objectives set out in the equality Act 2010. The duties require us to;

- a. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Act;
- b. Advance equality of opportunity between persons;
- c. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Act states it is unlawful to discriminate against people (this applies to the whole community) with the following protective characteristics;

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Race
- Religion or belief
- Sex (gender)
- Sexual orientation

At Ashwood Spencer Academy pupils are supported and nurtured in order to develop their aspirations for their future as learners and as appositive contributors to society. We expect every pupil to put learning first, work hard and be nice to themselves and others in order to achieve the highest academic standards. We offer a safe and enjoyable learning environment where excellence is promoted.

To demonstrate that Ashwood Spencer Academy is fully committed to equality of opportunity in line with the Equality Act 2010, we shall endeavour to make a positive contribution to society by demonstrating qualities such as respect, co-operation and valuing differences while celebrating cultural diversity. This policy applies to;

- All our children and young people
- Staff employed in school
- Students on placement
- Staff from other Trust Schools
- Parents/carers
- Governors
- Agency Staff
- Contractors working in school
- External agencies working in school, such as School Nurse, Social Care, Special Educational Needs support, Ofsted or Government officials
- All school visitors



This commitment applies to our working in the classrooms, our pupil support systems, our recruitment and retention of staff and our work in the local and wider community. We promote the principles and practices of equality and justice throughout the school and we aim to be a school where everyone;

- Is expected to respect others
- Takes part in the life of the school
- Achieves to their potential
- Develops skills essential for life
- Exercises choice
- Celebrates cultural diversity

Ashwood Spencer Academy will ensure that the curriculum;

- Reflects a commitment to equality
- Prepares pupils for life in the UK which is a diverse society
- Fosters good relations between people who share a protected characteristic and those who do not – Uses opportunities to reflect on the background and experience of pupils and the wider community
- Challenges prejudice and recognises and challenges discriminatory behaviour and language whenever it occurs
- Promotes the school ethos explicitly through emotional Literacy, PHSE, assemblies and Rights and Respect
- Uses a range of images and materials that positively reflect a range of communities, cultures, identities and lifestyles

Ashwood Spencer Academy places emphasis on all staff promoting equalities as part of the “hidden curriculum” of social interaction between staff and pupils.

As an employer we will not discriminate on any protected characteristics. Nor as a school or employer we will accept any of the following;

- Direct discrimination
- Indirect discrimination
- Associative discrimination
- Harassment
- Harassment by a third party
- Victimisation



School Profile

Currently to school has 570 children on roll.

Pupils on roll by year group and gender

Age on 01/09/2020	Male	Female	Total
10	40	48	88
9	42	45	87
8	38	42	80
7	39	35	74
6	24	47	71
5	49	30	79
4	26	35	61
3	13	17	30
Totals	271	299	570

Special Educational Needs;

SEND Type	Number of Pupils on roll with SEND
EHCP	9
SEN Support	63
No Special Provision	23

Specific Groups;

Specific Area	Number of Pupils on roll
Service Children	0
Children adopted from care (Adoption, special guardianship or other child arrangements)	4
Free School meals Actual	303
Free School Meals Ever 6	303



Ethnicity

Ethnicity	Total
Albanian	1
Any other Black background	7
Any other mixed background	5
Black - African	45
Black Caribbean	5
Chinese	4
Gypsy/Roma	6
Indian	5
Iraqi	4
Kurdish	13
Libyan	1
Moroccan	1
Other Asian	1
Other ethnic group	1
Pakistani	41
Polynesian	1
Portuguese	3
Sri Lankan Tamil	2
Traveller of Irish heritage	8
Turkish	4
White - British	300
White - Irish	1
White and Asian	11
White and Black African	3
White and Black Caribbean	31
White Eastern European	42
White European	8
White Other	16



Appendix

Protected Characteristics;

The Protected characteristics within the Equality Act 2010 and their definitions (Legislation.gov.uk) are;

- a. **Age**; a reference to a person who has a particular protected characteristic is a reference to a person of a particular age group;
- b. **Disability**; A person (P) has a disability if;
 - o P has a physical or mental impairment and
 - o The impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities
- c. **Gender reassignment**; A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.
- d. **Marriage**; A person has the protected characteristics of marriage and civil partnership if the person is married or is a civil partner.
- e. **Race**; Race includes-colour, nationality; ethnic or natural origins.
- f. **Religion or Belief**; Religion means any religion and a reference to religion includes a reference to a lack of religion. Belief means any religious or philosophical belief and a reference to a belief includes a reference to a lack of belief.
- g. **Sex (gender)**; a reference to a person who has a particular protected characteristic a reference to a man or to a woman.
- h. **Sexual Orientation**; means a person's sexual orientation towards a person of the same sex; person of the opposite sex, or persons of either sex.