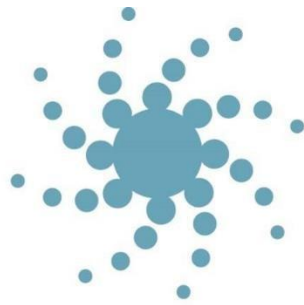




***Thinking Schools Academy Trust***  
**“Transforming Life Chances”**

Equality Policy



The  
Portsmouth Academy

This policy was adopted on	September 2021
The policy is to be reviewed on	September 2025
Review period extended	September 2026

## 1. Introduction

The Academies within the Thinking Schools Academy Trust are inclusive and focus on the wellbeing and progress of every child. They view all members of the community as equal.

The Trust believes that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

This Policy sets out how the Trust and The Portsmouth Academy meet the two specific duties with in the Equality to act.

The Public Sector Equality Duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

Two Specific Duties:

- To publish information to show compliance with equality duty
- Publish Equality objectives at least every 4 years, which are specific and measurable.

## 2. Adoption

This procedure was adopted by the Governing Body on September 2021 and supersedes any previous Equality Policy.

This policy will be reviewed by the Governing Body every 4 years or earlier if there is a need. The School Actions (Section 6) and School Objectives (Section7) will be reviewed annually.

## 3. Thinking Schools Academy Trust 6 Principles

### **Principle 1: All learners are of equal value**

- Whether or not they are disabled, whatever their ethnicity, culture, religious affiliation, national origin, national status, gender or sexual orientation

### **Principle 2: We recognise and respect diversity**

- Disability, so that reasonable adjustments are made
- Ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- Gender, so that the different needs and experiences of girls and boys, women and men are recognised.

**Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging**

- Positive attitudes towards disabled people, good relations between disabled and nondisabled people, and an absence of harassment of disabled people
- Positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- Mutual respect and good relations between boys and girls, women and men, and an absence of sexual harassment

**Principle 4: Policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:**

- Whether or not they are disabled, whatever their ethnicity, culture, religious affiliation, national origin, national status, gender or sexual orientation

**Principle 5: We aim to reduce and remove inequalities and barriers that already exist, and take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:**

- Disabled and non-disabled people
- People of different ethnic, cultural and religious backgrounds
- Girls and boys, women and men and LGBT

**Principle 6: We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:**

- Disabled people as well as non-disabled
- People of a wide range of ethnic, cultural and religious backgrounds
- Both women and men, girls and boys and LGBT

#### **4. Equality Statement**

a) In accordance with Trust and Academy ethos and values we respect the equal human rights of all our students, educate them about equality and respect the equal rights of our staff and other members of the school community.

b) We assess (“Equality Impact Assessment”) our school practices, policies, procedures and provision and implement all necessary resulting actions in relation to: ethnicity, religion or belief, socio-economic background, gender and gender identity, disability, sexual orientation, and age.

c) We promote community cohesion at Academy, local, national and global levels, comparing our school community to its local and national context and implementing all

necessary actions in relation to: ethnicity, religion or belief, and socio-economic background.

## **5. Responsibilities**

**The Local Governing Body** has a duty to promote equality of opportunity and eliminate discrimination. Functionally, the governing body discharges this responsibility through the Headteacher and Senior Leadership Team. A named Governor works with SLT to ensure equality duties, up-to-date policies, and any required plans are put into place.

**The Headteacher & SLT** promotes equality and eliminates discrimination by:

- raising awareness of all the duties within the whole school community;
- ensuring understanding of the broad legal definition of disability;
- sensitively encouraging declaration of protected characteristics by children and young people, parents/carers, staff and other users of the school;
- ensuring that action plans are undertaken for all protected characteristics;
- ensuring that the principles of relevance, proportionality, reasonable adjustment and positive action are applied appropriately.
- providing appropriate training for staff, Governors and other members of the school community;
- monitor the outcomes and impact of provisions, criteria and practices on all groups, and respond with appropriate actions;
- in the event of expectations not being met, ensuring action is taken in accordance with the status of those involved.

## **6. Action The Portsmouth Academy is taking to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between different groups; and Foster good relations between different groups**

### **a) Students' attainment and progress**

The Academy aims to change life chances. Staff have high expectations of all students and continually challenges them to reach their potential and beyond. Every student's progress is monitored and tracked. The resulting data is analysed in respect of ability, gender, social background, ethnicity, disability, special educational need and looked-after status.

In addition to monitoring, to rule out any potential disadvantage, quality assurance procedures ensure the Academy meets its duty to positively promote diversity. For example, lesson plans record evidence of differentiation and texts are reviewed to ensure appropriateness and inclusivity. The data collected is used to inform the Academy improvement plan, target-setting and decision-making.

## **b) The quality of provision - teaching and learning**

Students are primarily encouraged to become responsible for their own learning. Teaching is responsive to students' different learning styles in order to engage all students and all classroom based staff ensure that the classroom is an inclusive environment in which students feel all contributions are valued. Where groups or individuals are marginalised, the teacher takes positive steps to include them

Teaching styles may include collaborative learning so that students appreciate the value of working together. All students are encouraged to question, discuss and collaborate in problem solving tasks, student grouping in the classroom is planned and varied to develop these skills.

The Academy support students who are bilingual, or for whom English is not their first language using adapted resources including technology. Students with additional needs are supported using differentiated activities which reflect student abilities.

All staff challenge stereotypes and foster students' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities

Resources and displays reflect the diversity within school and are reviewed regularly to ensure they echo the inclusive ethos of the Academy.

## **c) The quality of provision - curriculum and other activities**

Each area of the curriculum is planned to incorporate the principles of equality and diversity in order to promote positive attitudes. All students participate in the mainstream curriculum of the school both within the main school, and the Student Engagement Department. All subjects contribute to the spiritual, moral, social, and cultural development of the students.

The content of the curriculum reflects and values diversity. It encourages students to explore bias and to challenge prejudice and stereotypes. Choice of literature and text should highlight the diversity of the Academy and the local community. The materials and programmes of study in each department should reflect and value the Academy equalities policy. For example, in providing materials that give positive images in terms of race, gender and disability.

This curriculum builds on student starting points and is differentiated appropriately to ensure the inclusion of:

- Students of all gender identities
- Students of any sexual orientation
- Students with English as an additional language
- Students from minority ethnic groups
- Students with SEN and/or a disability
- Students who are looked after children/previously looked after children
- Students at risk of disaffection, exclusion or NEET

Extra-curricular activities and special events e.g. school productions, cater for the interests and capabilities of all students and take account of parental preferences related to religion and culture.

#### **d) The quality of provision – guidance and support**

Students are prepared for life in a diverse society and the Academy ensures that there are a range of activities to promote the spiritual, moral, social and cultural development of the students. Good personal and community relations are recognised and diversity is seen as having a positive role to play within the Academy.

Students are taught about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE, citizenship and across the curriculum. Materials and resources are used that reflect the diversity of the Academy, population and local community in terms of race, gender, sexual identity and disability, avoiding stereotyping.

Positive messages about equality and diversity are demonstrated through displays, assemblies, visitors, whole school events such as Black History Month, LGBT History Month and Anti-bullying week.

Staff challenge stereotypes and foster student's critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities.

Pastoral support takes account of religious, cultural and ethnic differences, special educational needs, disability and gender. Any victims of harassment and bullying are given appropriate support.

Outside agencies must also demonstrate their commitment to equality, including disability, gender and race equality.

#### **e) Behaviour and Attendance**

Students are encouraged to become independent and to take responsibility for their own conduct, the Academy sets high expectations of all students with regard to behaviour and attendance.

The Academy promotes a whole school ethos that challenges prejudice based discriminatory language, attitudes and behaviour. Language or behaviour, which is racist, sexist, Homophobic, Biphobic and Transphobic (HBT) or potentially damaging to any minority group, will not be tolerated. In addition, derogatory and offensive language towards others with SEN or those who are disabled will also be challenged.

All forms of discrimination, including racism, sexism and HBT, are recorded, monitored and dealt with in line with the Academy's behaviour and anti-bullying policies. Students, staff and parents are aware of these procedures and all staff operate consistent system of rewards and sanctions. It is recognised that cultural background may affect attitudes, opinions and behaviour. The Academy takes this into account when dealing with incidents of unacceptable behaviour.

Adults in school take care to lead through example, demonstrating high expectations of all students. Visitors to school are also required to adhere to The Portsmouth Academy equalities policy.

Attendance by gender, ethnicity and special educational need. Action is taken in order to address any disparities between different groups of students.

Leave of absence for religious observance is offered, for staff as well as students.

The Academy fully supports children with long-term medical needs who may have irregular attendance because of their condition.

Information and advice on attendance and exclusion can be made available to parents/carers in accessible formats such as relevant community languages and large print.

#### **f) Partnership with students, parents, carers and the wider community**

The Academy communicates effectively with children, young people, colleagues, parents and carers and provides timely, accurate and constructive feedback on learners' attainment, progress and areas for development. Progress reports to parents/carers are clearly written and free from jargon to encourage parents to participate in their child's education. Where necessary, information is available in languages and formats other than English. Parents with a disability or with learning difficulties will be supported to access schools information.

The Academy has a commitment to collaboration and cooperative working. It recognises and respects the contribution that the community, parents and carers can make to the development and well-being of children and young people, and to raising their levels of attainment. When necessary, the Academy works in partnership with parents and the community to address specific incidents and to develop positive attitudes to difference.

Parents are fully involved in the co-production process for their child with special educational needs, understand the purpose of any intervention or programme of action, and are informed about available support organisations when SEN is identified.

The Academy's premises and facilities are equally available and accessible for use by all groups within the community.

#### **g) Leadership and management**

Admission arrangements are fair and transparent, and the Academy does not discriminate against students by treating them less favourably on the grounds of sex, ethnicity, disability, religion or belief, sexual orientation, gender and other protected characteristics.

The Academy is aware of the Reasonable Adjustment duty for disabled students and does not discriminate against a disabled student in the arrangements it makes for determining admission.

Students with already identified special educational needs are admitted. Students with EHC plans will also be admitted unless it is demonstrated that the student's inclusion would be incompatible with the efficient education of other children.

Comprehensive information about student's ethnicity, first language, religion, physical needs, diet etc. is included in admissions forms and gathered at admissions interview.

The school adheres to recruitment and selection procedures which are fair, equitable and in line with statutory duties.

We welcome people from under-represented groups to apply for positions at all levels in the school and ensure recruitment and selection processes are monitored. Equality and diversity issues are reflected in our school's employment practices.

The Academy expects all members of the school community and visitors to support our commitment to promoting equalities, meeting the requirements of the Equality Act, and challenging bias and stereotyping wherever they observe it. The Academy will provide training, guidance and information to enable them to do this. Equality is incorporated in the induction programme for new staff.

Everyone associated with the school is informed of the contents of this policy.

#### **h) Inclusivity and Equity lead**

The Academy promotes equality through the appointment of an Inclusivity and Equity Lead. This post leads on the implementation of the policy through monitoring the incidences of Racist, sexist and HBT discrimination. Any incidences of discrimination are logged by staff using Class Charts, this is monitored daily by the Equality and Equity Lead and, if necessary, appropriate action taken the following morning. Actions may include, mentoring, restoratives between students or disciplinary sanctions. Patterns and trends of discrimination will be addressed through tutor activities, assemblies and PSHE.

Other responsibilities include: supporting LGBT+ students by means of mentoring and weekly meetings; upholding the right to use chosen name, gender and pronouns; ensuring that all staff are aware of student preferences through the use of student passports; collaborating with curriculum leads on Black History Month and decolonising the curriculum; and working on events throughout the year to highlight diversity within the Academy.

#### **i) Linguistic Diversity**

The Academy welcomes the diversity of languages in the school, giving them equal status and value. We look for opportunities to use our languages to enrich the curricular experience of all our students and we draw upon the expertise of our school community wherever possible.

Students are encouraged to complete a qualification in their home language.

## 7. The Portsmouth Academy Equality Objectives

Objectives – what will be done	Strategies – How are we going to do it	Led by	Evidence of Impact
<ul style="list-style-type: none"> <li>• Continue to close the gap on national average for White British students (particularly boys) making expected levels of progress in subjects</li> <li>• Continue to close the gap between SEN Support (K), EHCP (E) and non-SEN students and the expected progress they make based on their attainment on entry</li> <li>• Continue to close the inschool variation gap between disadvantaged and nondisadvantaged students who make expected levels of</li> </ul>	<p>Use of regular Assessment Data to scrutinise performance of different groups throughout the year. SLT, ELT/HODs and HOYs to use this data to develop strategies for meeting equality gaps within class. Appropriate interventions to be implemented.</p>	<p>SLT ELT/HODs HOYs</p>	<p>Data shows that no differences in progress can be attributed to reasons of inequality</p>
<p>progress at the end of each key stage</p>			
<p>Improve understanding of the importance of equality and equity within our society and throughout the whole school community.</p>	<p>Through the PSHE curriculum, tutor activities and assembly programme, and through communications with parents. Regular attention to equality related issues during staff CPD. Monitoring of equality and equity within the classroom by SLT, HoDs and HoYs Ensuring equality of opportunities at all times.</p>	<p>SLT ELT/HODs HOYs</p>	<p>An environment in which pupils feel safe, and in which bullying, discrimination, sexual harassment, sexual abuse and sexual violence – online or offline – are not accepted and are dealt with quickly, consistently and effectively whenever they occur. Therefore, Incidents involving intolerance or prejudicial behaviour are rare.</p>