



Equalities Information and Objectives

Person responsible:	Adele Howson	
Approved by:	Water Hall Academy Improvement Board (AIB)	Date: 29.01.21
Last reviewed on:	29th January 2021	
Next review due by:	January 2024, with annual monitoring	

All Water Hall staff are committed to promoting the equality of opportunity and the requirements of the Public Sector Equality Duty 2011 (PSED). We promote inclusivity at all times, regardless of race, religion, ethnicity, sexual orientation, gender identity, disability, age or gender and we all endeavour to improve the lives of all our children, young people and families.

At our school, equality is a key principle for treating all people the same. The Equality Act defines eight 'Protected Characteristics' :

1. Age
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race
6. Religion and belief
7. Gender
8. Sexual orientation

School Profile @ January 2021:

In our diverse school of ≈300 we have:

- 155 girls and 147 boys
- Over 19 different first languages spoken, 8 different ethnicities and 4 different religions
- 6 children with an EHCP with another 31 children on the SEND register
- 39 female and 5 male members of our staff, with 10 different ethnicities represented

We regularly review the impact of our policies on the needs, entitlements and outcomes for pupils, staff and parents from the equality strands referred to in this policy.

We are determined that all our students will achieve the best that they can in all areas, including academically. We analyse data on pupil performance regularly and identify any groups of children that appear to be under performing, analyse the reasons why and take steps to reduce/remove any barriers to learning.

Water Hall Equality Objectives January 2021:

- To use planned opportunities to challenge prejudice, stereotypes and assumptions.
- To teach children, in all lessons, how to consider different perspectives and ask good questions.
- To ensure that all stakeholders are happy and confident to come to school, take part in school events and feel they are able to raise concerns about their child or about the way they are treated as a member of the school community and do not feel they are discriminated against in any way.
- To extend our pupils' understanding of cultural diversity and tolerance of differences in culture and religious beliefs through wider experiences of different cultures, traditions and languages.

The Governing Body will review and update the equality information we publish at least every year. This document will be reviewed by the Governing Body at least every 4 years. This document will be approved by the Governing Body

This document links to the following policies:

Accessibility plan

Risk assessment

Admissions, Recruitment,

Behaviour,

Anti-Bullying,

SEND

We ensure that all policies, where appropriate, but especially these policies, promote all forms of equality.

Policies are regularly reviewed and agreed by our school's AIB. They form a key part of the basis of the day to day running of our school.