



A joint Catholic & Church of England Academy

# Equality Information and Objectives Statement



<b>Status</b>	Statutory
<b>Responsible Authority</b>	Principal
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<b>Responsible Person</b>	Mr Christopher James (DPO)
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## Statement of Intent

Hope Academy welcomes its duties under the Equality Act 2010. The academy's general duties with regard to equality are:

- eliminating discrimination.
- fostering good relationships.
- advancing equality or opportunity.

The academy will not discriminate against, harass or victimise any member of staff, student, prospective student or other member of the academy community because of their:

- sex.
- sexual orientation.
- age.
- gender reassignment.
- race.
- pregnancy or maternity.
- disability.
- marriage and civil partnership.
- religion or belief.

The academy aims to promote student's spiritual, moral, social and cultural development with special emphasis on promoting equality and diversity and eradicating prejudicial incidents for students and staff. The academy is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

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## Aims to eradicate discrimination

The academy believes that a greater level of success from students and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the academy. This environment will be achieved by:

- being respectful.
- always treating all members of the academy community fairly.
- developing an understanding of diversity and inclusion and the benefits it can have.
- adopting an inclusive attitude and ensuring that the whole academy community understands what inclusive behaviour looks like in the academy and how this aligns with the academy's values.
- adopting an inclusive curriculum that is accessible to all.
- encouraging compassion and open mindedness.
- challenging bias and calling it out in order to move the conversation forward.

The academy is committed to having a balanced, diverse and fair curriculum. The academy believe that students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that students learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

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RESPECT

COURAGE

AMBITION

HOPE

## **Dealing with prejudice and celebrating diversity**

The academy does not tolerate any form of prejudice related incident. Whether direct or indirect, the academy treats discrimination against all members of the academy with the utmost severity. When an incident is reported, the academy is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

The students are taught to be:

- understanding of others.
- celebratory of diversity.
- eager to reach their full potential.
- Inclusive.
- aware of what constitutes discriminatory behaviour.

The academy's employees will not:

- discriminate against any member of the academy community.
- treat other members of the academy community unfairly.

The academy's employees will:

- promote diversity and equality.
- encourage and adopt an inclusive attitude.
- lead by example.
- seek training if they need to improve their knowledge in a particular area.

Throughout the year, the academy provides a variety of opportunities to celebrate diversity, including activities for key diversity awareness days, guest speakers to talk to pupils about diversity and incorporating lessons about diversity into the curriculum.

## **Equality and dignity in the workplace**

The academy does not discriminate against staff with regard to their:

- age.
- disability.
- gender reassignment.
- marital or civil partner status.
- pregnancy or maternity.
- race.
- religion or belief.
- sex.
- sexual orientation
- Equality of opportunity and non-discrimination extends to the treatment of all members of the academy community. All staff members are obliged to act in accordance with the academy's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal or any other disciplinary action.

## Diversity and representation

The academy has introduced a student leadership programme which allows students to apply to be part of six different leadership groups. These include Diversity, Extra-Curricular, Wellbeing, Anti-Bullying, Environment and Charity. This programme ensures that our students can lead on diversity and representation, allowing our whole academy community a place to go to feel safe, included and represented.

## Inclusion

The academy aims to create an inclusive environment throughout the whole academy community through various speakers on a range of issues including but not limited to Role Models, Gender Space and The Anthony Walker Foundation.

## Hope Academy Core Equality Objectives

The academy has identified a number of objectives to help improve equality throughout our academy community. The objectives are:

### Objective 1:

To ensure that our curriculum is inclusive for all students.

### Objective 2:

To focus aspects of our CEIAG programme so all groups, particularly those who are disadvantaged, have equal opportunities and aspirations to go on to further education or training.

### Objective 3:

To close the gap in attainment and progress between disadvantaged groups of students and other, non-disadvantaged, students to ensure that all students have access to homework, extra-curricular opportunities, and support with academic development.

### Objective 4:

To ensure that students can recognise and discuss Protected Characteristics, through the Inspire Programme and Collective Worship, as listed in the Equality Act and further ensure all students feel confident and valued in our academy community.

### Objective 5:

To promote cultural understanding and awareness of diversity, within our community and the wider world, in particular those with Protected Characteristics as defined by the Equality Act.

### Objective 6:

To ensure all relevant policies contain an equality statement, as part of the annual/biannual review of policies, thus reinforcing the Academy's commitment to equality.

The objectives are set out in more detail with actions, responsibilities, timescales and success reviews in the academy's Equality Objectives Statement Action Plan.

## **Closing statement**

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our academy community.

The academy's Equality Policy further outlines the academy's policies regarding equality.