

Woodside Academy



Equality Objectives

***“We are committed to equality of opportunity for everyone. We want our children to learn positive attitudes so that they never limit the opportunities of others through stereotyping or intolerance”
from School Vision Statement “Excellence Through Opportunity”***

Equality Objectives: Aims

Woodside Academy is committed to embracing diversity and improving the quality of life across the community by making educational, recreational and social facilities and opportunities, openly accessible and welcoming for all.

We welcome our duties under the Equality Act 2010. The academy’s general duties, with regards to equality, are 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, by encouraging people from protected groups to participate fully

As a consequence, we will:

- treat all individuals with equal value, abiding by the Equality Act and Public Sector Equality Duty (PSED)
- do all in our powers to eliminate discrimination, harassment or victimisation of a student or potential student or employee
- ensure equality of opportunity of pupils and staff who share a protected characteristic and those who do not
- promote positive attitudes and good relationships between all pupils and staff
- take reasonable steps to remove or minimise disadvantages suffered by all pupils or staff who have protected characteristics, including special educational needs or a disability
- consider equality implications when developing policy and/or practice
- carry out equality impact assessments regularly to assess the effectiveness of our policies and procedures

The act places a duty on academies to have “due regard” to equality considerations, for example, when significant decisions are being made, or policies are being developed. There is emphasis on transparency – i.e. making information available.

As a consequence, we will:

- publish information which shows compliance with the Public Sector Equality Duty
- publish Equality Objectives for 2023- 2026

Equality Objective 1

To eliminate all forms of prejudice-based incidents towards people who share a protected characteristic* and implement an open culture of understanding, acceptance and positivity.

*race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment

Why we have chosen this objective:

The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies.

It requires that the academy must have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- foster good relations between people who share a protected characteristic* and people who do not.

Furthermore, the Education Act requires academies ‘as part of a broad and balanced curriculum, to promote the spiritual, moral, cultural, mental and physical development of pupils and of society’

Through our academy vision, we celebrate the fact that our students speak, between them, 31 different languages and therefore we have a high proportion, 42%, are non-white British.

To achieve this objective, we plan to:

- positively reinforce and promote it through discrete Religious Studies and Enrichment/PSHE lessons, in addition to tutor and assembly programmes that will focus upon protected characteristics
- positively reinforce and promote it through implementation of the academy behaviour policy, in addition to focused interventions, aimed at addressing and educating students, through the pastoral system

Equality Objective 2

To close the achievement gap by ensuring there is no significant difference in the progress made by different groups of learners.

Why we have chosen this objective:

The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and academies.

It requires that the academy must have due regard to the need to:

- advance equality and opportunity between people who share a prohibited characteristic and people who do not share it

Woodside has very slightly more boys than girls on roll. Approximately 20% of our students are from low-income families and so qualify for the pupil premium. 28 students have an Educational Health Care Plan (EHCP). A key area of improvement for the academy remains to raise the achievement of boys and disadvantaged students.

To achieve this objective, we plan to:

- demonstrate high expectations and operate consistent routines and protocols
- deliver a powerful, knowledge-rich curriculum for all
- have a whole school focus on literacy
- have an unwavering focus on outcomes and overcoming the barriers to achieving them
- offer the very best teaching and support
- use the Pupil Premium effectively for closing identified gaps

Equality Objective 3

To ensure a high number of students participate in, at least, one extra-curricular activity.

Why we have chosen this objective:

The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies.

It requires that the academy must have due regard to the need to:

- foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it

Research indicates that participating in after school programmes improves performance on measures of academic achievement. There is also evidence that there are wider benefits for low-income students in terms of attendance at school, behaviour and relationships with peers.

Approximately 20% of our students are from low-income families and so qualify for the pupil premium. Children from disadvantaged backgrounds and those with Special Educational Needs are less likely to be encouraged to participate in extra-curricular activities. We want to ensure that every child at Woodside Academy regularly participates in at least one extra-curricular activity.

To achieve this objective, we plan to:

- offer students a range of subjects, such as: art, athletics, cookery, cricket, choir, dance, drama, football, gymnastics, netball, reading & writing, science, steel pans and yoga; which take place before school, during lunchtime, and after school.
- use a proportion of our pupil premium funding to help cover the costs associated with delivering extra-curricular activities

Research indicates that participating in after school programmes improves performance on measures of academic achievement. There is also evidence that there are wider benefits for low-income students in terms of attendance at school, behaviour and relationships with peers.

Approved by Ed Caines, Principal, September 2023