



NEWMARKET ACADEMY

# Equality Objectives

<b>Policy Title</b>	Equality Objectives
<b>Policy Created / Amended</b>	January 2021
<b>Policy Ratified</b>	At the LGB meeting of 18 <sup>th</sup> March 2021
<b>Policy Review Date</b>	May 2023

## **Ethos**

Newmarket Academy stands against all forms of discrimination against any individual in relation to the protected characteristics contained within the Equality Act 2010.

This is achieved through the following objectives:

- Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.
- Promotion of cultural understanding and awareness of different religious beliefs, ethnicities, gender and disability related issues through our values, Meeting Time, CRS, PSHE and other activities,
- Monitoring and promotion of the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, including students with special educational needs and disabilities and those from disadvantaged backgrounds
- Further reducing the incidence of the use of homophobic, sexist and racist language by students on the way to and from the Academy, as well as within its bounds.

## **How the objectives have been identified:**

The Academy has reviewed the data available to it regarding its students, their attitudes and achievement at the point of entry. Though much is very positive, there is always room to improve.

Staff have been able to identify areas of professional development through the performance appraisal process.

## **Monitoring and reporting:**

The Academy will report on implementation as part of its review of the annual improvement plan. The objectives chosen are intended to last for four years. However, the methods of achieving the objectives will be refined each year and the outcomes reported to the governing body as part of the development plan process. These are also available to any interested party.

## **Methods for assessing the impact of policies and practices on equality**

The academy has a wide range of different self-evaluation and feedback processes which it uses in order to scrutinise provision, as well as inform itself of any issues or concerns. This regular assessment of provision forms part of the school methods of assessing the impact of its policies and procedures.

In considering the impact of any current provision and/or significant changes to provision for students, staff or parents/carers, the school asks the following questions:

<b>How would the work impact on the following groups?</b>	<b>Negative Impact</b>	<b>Positive Impact</b>	<b>No Impact</b>
Minority ethnic groups			
Gender			
Disability including SEN			
Religion, faith or belief			
Sexual Orientation			
Transgender			
Age (n/a to students)			
Those pregnant or on maternity leave			
Married or Civil Partners			
Any other group identified by governors e.g. Pupil Premium			

If any group is actually or potentially disadvantaged, then the school would provide an evaluation of the extent of the impact, using existing data sources, for example, self-evaluation processes; external sources of data; feedback from stakeholders; advice from external consultants) The school would also evaluate the potential advantage to other groups identified. The evaluation would include any feedback from stakeholder groups. This evaluation would also check that there were no actual or potential issues that may be illegal.

## **Our Equality Objectives 2020-2023**

- Narrow the gap in performance of students with disabilities
- Narrow the gap in performance for students who are disadvantaged
- Reduce exclusion rates for disadvantaged students
- Increase understanding between religious and ethnic groups
- Raise awareness of LGBT issues – challenge stereotypes and reduce prejudice
- Encourage girls to consider non-stereotyped career options

## **Meeting the Public Sector Equality Duty**

- Newmarket Academy's key aspirations set out clearly an ethos that treats everyone with equal respect and strongly rejects all forms of discrimination against students or staff.
- Newmarket Academy's policies all reflect a commitment to equality. In particular, reference should be made to the anti-bullying, behaviour and SEND policies, including the accessibility statement.
- The school's curriculum statements reflect a similar commitment to equality.
- Newmarket Academy strives to actively close gaps in attainment and achievement across groups of students, including those eligible for the pupil premium, those with special educational needs and disabilities, looked after children and pupils from minority ethnic groups. Its progress in this important area is monitored by the senior leadership team and governing body.
- Through living out its ethos and by its taught RSHE programme, assemblies, tutor time, the annual curriculum enrichment week and the day-to-day treatment of individuals, Newmarket Academy constantly strives to meet its public equality duty.
- In its recruitment practices, Newmarket Academy ensures it complies with all equality legislation in employment.