



Bloxwich Academy Equality Objective

The belief that everyone deserves to be treated equally, including having the same opportunities, is central to everything we do at Bloxwich Academy. Since 2011, this became a legal requirement for all public sector organisations, including state schools. The Public Sector Equality Duty (PSED) ensures that all aspects of a people's identities are considered when making decisions. This means that schools must pay **due regard** when making decisions that affect pupils and staff with **protected characteristics**, including race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. It is impossible to condense into one document everything we are already doing on a daily basis to realise this vision. However, we are sure that our inclusive ethos comes through in all of our results and publications, including our policies, newsletters, prospectuses, curriculum and careers information. Here is a small sample of that activity:

- Mission statement
- PSHE/SMSC curriculum and lessons
- Humanities curriculum/lessons
- Anti-bullying week
- Bully box where pupils can anonymously report incidents of bullying
- Behaviour policy
- Diversity programme delivered in the Success Centre
- Assemblies based on differences and acceptance
- Anti-bullying committee raising profile of equality
- Speciality lunches
- School council activities
- Broad and balanced curriculum