



EQUALITY

AT BLOXWICH ACADEMY

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.

At Bloxwich Academy we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all members of the school community have pride in their identity and ability to participate fully in school life. We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which celebrates mutual respect and understanding.

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.

Objective	Planned Actions
Ensure pupils understand the benefits and challenges of living in a diverse society	<ul style="list-style-type: none"> • CPD outlining the ‘local context’ • Diverse cultural experiences • Diversity within careers information advice and guidance • Opportunities for pupils to publicly counter extremist and stereotypical views • Events to celebrate diversity within society (e.g. International Women’s Day, Black History Month, LGBT History month) • Peer mentoring training for Prefects to combat intolerant attitudes

Further activities that are undertaken are outlined below:

Secondary Phase:

- 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

Primary Phase:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school, population and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education
- Utilising teaching strategies appropriate for the whole school population which are inclusive and reflective of our pupils.
- Breaking down the barriers of stereotyping in the early years by offering children a wide range of resources and experiences