



Bloxwich Academy Primary Equality objectives 2023-27

The Public Sector Equality Duty (PSED) expects schools to pay due regard when making decisions that affect pupils and staff with protected characteristics. As stated in the 2010 Equality Act, these are: race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

Specifically, schools must pay due regard to the need to

- a. **eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- b. **advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it;
- c. **foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

Matrix Academy Trust's mission is 'Education Without Exception'. Equality is at heart of everything we do. While every school shares this overarching ethos, each school identifies its own objectives based on an incisive knowledge of their context and the specific needs of their pupils and staff.

The information provided here shows how carefully we consider equality in everything that we do at Bloxwich Academy Primary.

Objective 1

We are very proactive in eliminating discrimination but very aware that this is not something which can ever be considered to be 'finished'.

Here are some of the actions we have planned for the next four years to make further improvements: all new staff will have training on the Equality Act as part of their induction, and all staff will receive refresher training every September; through ongoing and tailored training will continue to refine our knowledge and understanding of discriminatory behaviours; having appointed a designated member of staff to monitor equality issues we will ensure they have a high leadership priority; CPOMS will have clear separate categories for discrimination against the nine protected characteristics - staff will continue to log all discriminatory behaviour and refer to it against any of the protected characteristics and these will be monitored and dealt with promptly; We will teach all pupils how to be an upstander and be vocal in our 'telling school'; We will frequently collect pupil voice re. sexism, homophobia and racism and act on results; curriculum will more explicitly empower children to understand and explain what equality is; radicalisation and extremism will be taught more explicitly in PSHE and within assemblies, to ensure that children are aware of radical views and how to exercise tolerance.

Objective 2

Modern Britain is far more multi-cultural than the local area from which most of our pupils come. Therefore, to prepare all pupils for life in a diverse society, we will ensure that school ever more actively promotes and prioritises raising awareness, appreciation and celebration of diversity including gender, sexual orientation, race and religion.

To do this, we will: plan an even wider range of local, national and international charity and raising awareness events which will all pupils to gain an insight into different communities and the possible issues they face; our sports premium will be spent inclusively - inclusive sports opportunities through Walsall Schools Sports Partnership are available throughout the academic year; sport will be used to break gender stereotypes with every sport being inclusive to all; continually update the curriculum so it reflects the full range of gender roles and family units; we will ensure that visitors invited to speak to the pupils represent different protected characteristics.