



Bloxwich Academy Secondary 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.

Objective 1

As the school has become more successful, the demographic has changed, with the pupil body becoming more diverse, which research shows can lead to an increase in discrimination if not well managed. To ensure that we are continuing to eliminate discrimination, we will create an equality forum to allow continuous feedback. We will also strengthen communication links between PSHE leads and pastoral stakeholders through half termly meetings to review any trends of discrimination to take decisive action.

Objective 2

Having a protected characteristic should never prevent pupils from achieving academic strong outcomes. To ensure that all pupils, regardless of the groups to which they belong, progress as well as their peers, we will systematically identify barriers to accessing the curriculum. While they may change over time, initially, we will invest resources in ensuring learning is scaffolded so all pupils can reach ambitious end points. This includes pupils with special educational needs and disabilities. We will also prioritise all teachers being teachers of reading as many of our pupils start Year 7 well below their chronological ages. To further raise aspirations, we will proactively support pupils with the range of characteristics in applying for and being successful in applying for pupil leadership positions such as Form Captains, School Council, Prefects, Senior Prefects, CCF, Eco Club, Anti-bullying Committee, News Reporters.

Update on actions taken and their impact

March 2024

March 2025

March 2026

March 2027