

# Equality Objectives

April 21-25

Date Approved:	<b>April 21</b>	Review Date:	<b>April 25</b>	Approved by:	<b>The Trust Board</b>
----------------	-----------------	--------------	-----------------	--------------	------------------------

## Introduction to Equality Objectives

As a school Fareham Academy has a duty under the Public Sector Equality Duty<sup>1</sup> (PSED) to publish Equality Objectives that the Academy will aim to achieve. The purpose of the objectives is to demonstrate and encourage schools (as well as other institutions and public bodies) to promote equality in a way that is specific and measurable, by demonstrating the ability to make improvements to the learning environment for the benefit of one or more groups of people with protected characteristics.

The Equality Act 2010 established a single Public Sector Equality Duty (PSED) on all public bodies including schools. The Equality Duty has three main elements, which is to carry out their functions by having due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

For more information about equalities at Fareham Academy please refer to the Equality and Diversity Policy available on the Academy's website or in paper and otherwise accessible formats from the Academies' reception.

Fareham Academy is dedicated to setting clear and measurable Equality Objectives, with the aim to improve equality for those with protected characteristics within the Academy community. We believe that these objectives provide a transparent format on which the school can develop and demonstrate its commitment to achieving an environment for all that pursues equality and celebrates diversity.

## Equality and Diversity Statement

At Fareham Academy, we believe that our pursuit of equality and celebration of diversity is our greatest strength, as it is only when we **acknowledge, accept and appreciate** the contributions of others, that we are at our best. Here at Fareham Academy, we firmly uphold that education is a universal right for all and must be freely provided without exception or prejudice. Inclusivity of all pupils, staff, parents and others linked to the Academy and its' wider community, is at the centre of our continued aim to **unlocking potential** within every pupil and to **create opportunity** equally for all. The ability to uphold the ethos of equality and diversity at Fareham Academy is a vital attribute of all pupils, staff, parents and others, to ensure a community where everyone is respected and celebrated.

---

<sup>1</sup> Public Sector Equality Duty. Available at: <https://www.gov.uk/government/publications/public-sector-equality-duty>

## **Review and Development**

An important aspect to the value and relevance of the Equality Objectives is that the entire Academy and its community can contribute to the content of the Equality Objectives. To enable this collaboration across the Academy and its community, we shall conduct an Equality Objectives Consultation in the period of time before the proposed review date and publishing of subsequent Equality Objectives. This consultation shall be open to all those who work or study within the Academy, as well as members of the local community. We are committed to providing a platform for those who wish to offer their ideas about what the Academy should include within its Equality Objectives to ensure effective progress and promotion of equality.

## **Equalities Information**

In addition to our duty to publish Equality Objectives every four years, it is also our duty to publish an Equalities Information: An Annual Review of Equalities Progress to review the achievements and progress made in completing the objectives. We hope that the Equalities Information will highlight the important progress we are making and will enable our stakeholders and community to hold us to account for our performance in achieving the equality objectives we have set.

## **Our Approach to Equality Objectives**

In order to clearly break down our objectives so that specific, measurable, achievable and realistic targets can be set, we have chosen to focus our equality objectives on those protected characteristics which are most relevant to the type of public institution we are. Our chosen focus areas will work to progress equality in the areas of:

- Disability
- Sexual Orientation/ LGBTQ+ (Lesbian, Gay, Bisexual, Transgender and Questioning +)
- Race, Culture and People of Colour
- Gender

Although the Academy has chosen to focus the content of the Equality Objectives, it remains the duty and the aim of Fareham Academy to ensure an environment of equality for all persons with a protected characteristic.

## **Objective 1**

Fareham Academy shall promote a community where opportunities are equally available to all and that any reasonable adjustments are made to ensure those persons with disabilities have, in every instance possible, the same opportunities as those who do not have a disability. The Academy is committed to its duty to support and adapt to those with disabilities. It is our belief that at the core of disability equality is *kindness*.

### **Specific objectives:**

- The Academy shall ensure that where practical all learning resources, Academy information, Academy policies and their subsequent functional procedures, are made available in any reasonably required format to ensure wider accessibility for all persons within the Academy and its wider community. To assist in achieving this Objective, the Academy shall create online and hard copy resources which will enable those with disabilities to be able to access information in a way which is accessible to them and their specific requirements.
- The Academy shall establish a platform to enable those with a disability to provide their views about their learning environment openly and in a way that best allows their voice to be heard within the Academy community. To assist in achieving this Objective, the Academy shall hold supported gatherings for pupils with a disability to provide and present their views on progress that can be made to ensure an evolving, accessible and equal community that aims to adapt and provide educational progression and gateways to future careers and societal contributions.
- The Academy shall ensure proportionate representation of disabilities to promote *acknowledgement, acceptance and appreciation* to foster good relations and greater understanding between those with and without disabilities. To assist in achieving this Objective, the Academy shall produce an Annual Equality and Diversity Calendar, which will celebrate and fundraise, where appropriate, for disability awareness days such as World Down Syndrome Day and World Autism Awareness Day.

### **Objective 2**

Fareham Academy shall promote a community where all sexual orientations are *acknowledged, accepted and appreciated* equally. The Academy shall ensure those members of the LGBTQ+ community and their allies are supported and provided with a broad and diverse education, varied opportunities and a safe place to learn and grow. The Academy is committed to its duty to support and protect persons of all sexual orientations from discrimination, harassment and victimisation. It is our belief that at the core of sexual orientation equality is *kindness*.

### **Specific objectives:**

- The Academy shall provide appropriate support and guidance for persons of all sexual orientations, with a particular focus on those belonging to the LGBTQ+ community. To assist in achieving this Objective, the Academy shall create an LGBTQ+ Support Group, which shall meet regularly to provide support and services specifically aimed at supporting those who identify as, or want to learn more about, the LGBTQ+ community.

- The Academy shall create a 'LGBTQ+ Charter of Rights' type document, which will set out specific provisions and services that shall be made available to all pupils to ensure the Academy is providing a safe, accepting and adaptable learning environment which accommodates the diverse needs of those belonging to the LGBTQ+ community. To assist in achieving this Objective, the Academy shall involve as many stakeholders, both individually and in groups, as possible to determine the contents of the proposed charter, ensuring it meets the requirements and needs of the community.
- The Academy shall ensure a diverse and representative curriculum which includes LGBTQ+ topics, materials and information. The curriculum shall aim to educate and encourage acceptance of LGBTQ+ related views, literature and history. To assist in achieving this Objective, the Academy shall ensure the curriculum is updated accordingly to provide appropriate LGBTQ+ representation and make available resources across the curriculum which demonstrate representation of LGBTQ+ related views, literature and history.

### **Objective 3**

Fareham Academy shall promote a culturally diverse community where all races, cultures and people of colour are *acknowledged, accepted and appreciated* equally. The Academy shall ensure people of all races and cultures are represented and supported with a broad and diverse education, varied opportunities and a safe place to learn and grow. The Academy is committed to its duty to support and protect persons of all races from discrimination, harassment and victimisation. It is our belief that at the core of racial equality is *kindness*.

#### **Specific objectives:**

- The Academy shall work to eradicate all incidents of racial hatred, racial slurs, racial profiling and racial stereotyping. To assist in achieving this Objective, the Academy shall update its Equality and Diversity Policy to set out a clear reporting system for racist incidents which shall be applied within the Academy community without exception.
- The Academy shall ensure a diverse and representative curriculum which includes topics, materials and information about a broad variety of cultures and races. The curriculum shall aim to educate and encourage culturally and racially diverse literature and history. To assist in achieving this Objective, the Academy shall ensure the curriculum is updated accordingly to provide appropriate racial and cultural representation and make available resources across the curriculum which demonstrate representation of racial and cultural related literature and history.
- The Academy shall ensure those pupils of Black, Asian and Minority Ethnicities (BAME) are provided with equal opportunities to progress in education and their chosen career. To assist in achieving this Objective, the Academy shall use anonymised data, collected in accordance with its Data Protection Policy, to ensure attainment, opportunity and

post-16 progression is equivalent to those pupils who are not from a BAME background. The Academy shall provide opportunities and support to BAME pupils who are underrepresented in areas of attainment, opportunity and post-16 progression as appropriate.

#### **Objective 4**

Fareham Academy shall promote a community where all genders are *acknowledged, accepted and appreciated* equally. The Academy shall ensure that persons of all genders are provided with a broad and diverse education, varied opportunities and a safe place to learn and grow. The Academy is committed to its duty to support and protect persons of all genders from discrimination, harassment and victimisation. It is our belief that at the core of gender equality is *kindness*.

#### **Specific objectives:**

- The Academy shall ensure a diverse and representative curriculum which includes topics, materials and information created and advocated by women. The curriculum shall aim to educate and encourage the study of literature and history created by or including women. To assist in achieving this Objective, the Academy shall ensure the curriculum is updated accordingly to provide appropriate representation of female authors, thinkers and industry professionals and make available resources across the curriculum which demonstrate representation of women in literature, history and industry.
- The Academy shall ensure that the attainment gap between male and female identifying pupils is narrowed or closed in order to provide equal opportunities of progress in education and chosen careers of all pupils. To assist in achieving this Objective, the Academy shall use anonymised data, collected in accordance with its Data Protection Policy, to ensure attainment, opportunity and post-16 progression is equal between both male and female identifying pupils. The Academy shall provide opportunities and support male and female identifying pupils who are underrepresented in areas of attainment, opportunity and post-16 progression as appropriate.
- The Academy shall adopt the practice that any person has the right to choose their gender and identify in a way which they believe best suits them, even if that chosen gender does not automatically befit their sex. The Academy shall ensure and protect a person's right to choose their gender identity and ground this in policy and subsequent procedures within the Academy community. To assist in achieving this Objective, the Academy shall commit to the use of gender-neutral language, where possible and appropriate, in all aspects of the Academy.