



Southfields Academy: Equality Policy Statement

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Review: 4 years

Reviewed by: Board of Trustees Committee / Delegated to
Principal/Headteacher



Our Values

We believe that through individual **commitment, self-discipline, integrity** and **respect** for others, we inspire everyone to **learn**.

Academy's Aims

Southfields Academy continuously strives to ensure that everyone is treated with respect and dignity. Each person in the Academy is given fair and equal opportunity to develop their full potential regardless of their gender, ethnicity, cultural and religious background, sexual orientation, disability or special education needs and ability.

The academy works to promote equality and foster positive attitudes and commitment to an education for equality both as an employer and a service provider.

We do this by:

- Treating all those within the academy community (e.g. students, staff, trustees, parents and the community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experience.
- Challenging stereotypical views and learning to value each other's differences through P.S.E. and R.E. and through all other subjects and areas at the academy.
- Creating and maintaining an 'Academy Ethos' which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Encouraging everyone in our community to gain a positive self-image and high self-esteem.
- Having high expectations of everyone involved with the whole academy community.
- Promoting mutual respect and valuing each other's similarities and differences and facing equality issues openly and honestly. In particular, we will challenge comments and behaviour by staff, students, parents or visitors which are implicitly or explicitly in any way contrary to the principles of equality enshrined in the Equalities Act 2010, and will work to change the attitudes behind these. This includes racism, sexism, homophobia, transphobia, ageism and prejudice about disability, religion or belief, pregnancy or maternity, marriage or civil partnership.
- Identifying, challenging and removing all practices, procedures and customs which are discriminatory and replacing them with practices that are fair to all.
- Monitoring, evaluating and reviewing all of the above to secure continuous improvement in all that we do.

Equality

The Board of Trustees and staff of Southfields Academy are committed to observing the general public sector duties defined in the Equality Act 2010. The academy is aware of its responsibilities under the Equalities Act 2010, and we are implementing our Public Sector Equality Duty.



The Act gives us three general duties:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

We believe that these duties are already an integral part of our work as a successful multi-ethnic academy.

Specific Duties

The Board of Trustees and staff of Southfields Academy are committed to raising the standards of teaching and learning in order to raise achievement. Specifically to ensure that:

1. All students leave Southfields Academy with the qualifications and skills for university, the world of work or an apprenticeship;
2. All students achieve Level 2 in English and mathematics by age 19;
3. All children with special educational needs reach their full potential and are supported throughout their education; and
4. Diversity is valued and celebrated within the academy.

Further details can be obtained from our Equality Specific Duty Evidence & Impact report which is reviewed annually.

Monitoring and Review

This policy is monitored through all aspects of the academy's line management and review systems. It is reviewed every four years by the Principal/Headteacher and by the Board of Trustees Every Child Matters Committee.