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## Equality Policy and objectives

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*June 2026*

*Review date: June 2027*

*Equality objective review: June 2030*



## **1. Introduction**

Harworth Church of England Academy is part of the Diocese of Southwell and Nottingham Multi Academy Trust. As a Church of England academy, we are conducted in accordance with Canon Law, the teachings of the Anglican Church, and the expectations of the Diocese of Southwell and Nottingham.

At all times, the academy seeks to serve as a witness to the Christian faith and to live out the Church of England vision of education as being **“Deeply Christian, serving the common good.”**

We believe that every member of our school community is unique, valued and created in the image of God. Therefore, every child, member of staff, governor, parent, carer and visitor deserves to be treated with dignity, respect and fairness.

Our Christian ethos is reflected in the teaching:

“Always treat others as you would like them to treat you.”  
Matthew 7:12

We oppose all forms of unlawful discrimination, prejudice, harassment and victimisation. We seek to provide a school environment where all people are welcomed, included and enabled to flourish.

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## **2. Legal framework**

This statement is written with due regard to the following legislation and guidance:

- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011
- Public Sector Equality Duty
- Department for Education Equality Act guidance for schools
- Equality and Human Rights Commission guidance

As a public body, the academy must have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not
- Foster good relations between people who share a protected characteristic and people who do not

The academy publishes equality information annually and equality objectives at least every four years.

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### **3. Protected characteristics**

The Equality Act 2010 protects individuals from discrimination based on protected characteristics.

For pupils, these are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

For staff and adults, this also includes:

- Age
- Marriage and civil partnership

The academy recognises that individuals may have multiple protected characteristics and must not experience unfair treatment.

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### **4. Our equality aims**

The academy aims to:

- Ensure equality of opportunity for all
- Provide a safe environment free from discrimination
- Foster respect and dignity
- Celebrate diversity and prepare pupils for life in a diverse society

- Support all pupils, particularly those who are vulnerable or disadvantaged, to flourish
  - Promote good relations across the school community
  - Embed equality within all aspects of school life, including the curriculum and wider provision
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## **5. Christian vision and commitment to inclusion**

As a Church of England academy, we believe every person is made in the image of God and has inherent value and dignity.

We aim to meet the individual needs of all pupils so they can flourish academically, socially and spiritually.

We recognise that fairness does not always mean treating everyone the same. Some individuals require additional support to access learning and school life fully.

Our commitment to equality is closely linked to:

- Inclusion
  - Safeguarding
  - SEND provision
  - Personal development
  - Spiritual, moral, social and cultural development
  - Community cohesion
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## **6. Roles and responsibilities**

### **The governing body will:**

- Ensure compliance with the Equality Act 2010
- Ensure this statement is published and reviewed
- Monitor progress towards equality objectives
- Challenge leaders where inequalities are identified

### **The Head Teacher will:**

- Lead implementation of equality duties
- Ensure annual publication of equality information
- Monitor data to identify inequalities
- Report to governors

### **Senior leaders will:**

- Embed equality in curriculum and provision
- Monitor outcomes for different pupil groups
- Ensure reasonable adjustments are in place

### **All staff will:**

- Treat all individuals with respect
- Challenge discriminatory behaviour
- Promote inclusive practice
- Follow school procedures

### **Pupils will be supported to:**

- Respect others
  - Challenge discrimination
  - Understand diversity
  - Demonstrate positive relationships
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## **7. Equality information about the school**

**Number of pupils on roll:** [Update before publishing]

### **Groups represented**

The school includes pupils from a range of ethnic and cultural backgrounds, including:

- White British
- Asian
- Polish
- Romanian
- Bulgarian
- Russian
- Lithuanian

Religions represented include:

- Christian
- Hindu
- Sikh
- No religion
- Other beliefs

## Groups monitored

The school monitors outcomes and provision for:

- Pupils with SEND
- Pupils with EHCPs
- Disadvantaged pupils
- Pupils with EAL
- Boys and girls
- Pupils with disabilities
- Vulnerable pupils

## Current data

Group	Number
Total pupils	214
SEND	35
EHCP	2
Disadvantaged	61
EAL	12

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## 8. Eliminating discrimination

The academy:

- Maintains clear behaviour and anti-bullying systems
- Records and responds to incidents
- Challenges discriminatory language
- Ensures fair recruitment and employment practice
- Makes reasonable adjustments
- Reviews policies regularly

All incidents are investigated and acted upon appropriately.

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## 9. Advancing equality of opportunity

The academy:

- Analyses attainment and progress data
- Identifies barriers to learning
- Provides targeted support
- Ensures access to enrichment

- Supports disadvantaged pupils
  - Works with external agencies where needed
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## **10. Fostering good relations**

The academy promotes:

- Respect and understanding
- Diversity within the curriculum
- Positive role models
- Pupil voice
- Community engagement

Pupils are supported to understand difference and develop respectful attitudes.

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## **11. Curriculum and equality**

The curriculum ensures that:

- Pupils encounter diverse perspectives
  - Stereotypes are challenged
  - Equality and fairness are taught explicitly
  - Representation is positive
  - Links are made across subjects
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## **12. Accessibility and reasonable adjustments**

The academy will:

- Make reasonable adjustments for disabled individuals
  - Adapt provision where needed
  - Ensure inclusion in trips and activities
  - Work with families and professionals
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## **13. Consultation and engagement**

The academy gathers feedback through:

- Pupil voice
- Parent surveys
- Staff feedback
- Governor monitoring

This helps identify barriers and improve provision.

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## **14. Equality objectives 2026-2030**

### **Objective 1: Improve outcomes for disadvantaged pupils**

- Reduce attainment gaps in reading and writing
- Provide targeted support
- Monitor progress termly

Success criteria:

- Gap narrows over time
  - Pupils make expected or better progress
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### **Objective 2: Strengthen inclusion for pupils with SEND**

- Ensure provision is effective and consistent
- Increase participation in wider curriculum

Success criteria:

- Pupils access full curriculum
  - Positive pupil and parent feedback
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### **Objective 3: Reduce discriminatory language and behaviour**

- Record and analyse incidents
- Teach respectful language

Success criteria:

- Incidents decrease over time

- Pupils report feeling safe
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### **Objective 4: Increase understanding of diversity**

- Strengthen curriculum coverage
- Promote discussion and reflection

Success criteria:

- Pupils demonstrate understanding and respect
  - Curriculum reflects diverse perspectives
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## **15. Employee information**

The academy employs fewer than 150 staff and is not required to publish detailed employee equality data.

However, the academy is committed to fair and equitable treatment of all staff.

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## **16. Monitoring and review**

This statement will be:

- Reviewed annually
- Updated using current data
- Evaluated against objectives
- Monitored by governors

Equality objectives will be reviewed at least every four years.