



Banbury Aspirations Campus PUBLIC SECTOR EQUALITY DUTY



Wykham Park
Academy
Banbury



FUTURES INSTITUTE
BANBURY

Date of last review	June 2020	Review period	2 years
Date of next review	June 2022	Owner	AAT
Type of policy		Board approval	Board

Policy history

Version	Date	Author	Summary of changes	Next review date
1	29 th June 2020	S Thomas	Updated objectives	June 2022

Public Sector Equality Duty

Tackling inequalities is a major priority in the Banbury Aspirations Academies Region. We want to ensure that children and young people stay healthy and safe; secure an excellent education and reach the highest possible standards of achievement; enjoy their childhood; make a positive contribution to society and the economy; and have lives full of opportunity free from the effects of poverty.

The Region is committed to promoting an understanding of the principles and practices of equality and justice. We aim to equip pupils and students with an awareness of our diverse society and to appreciate the value of difference.

Every member of the Region is regarded as of equal worth and importance, irrespective of his or her creed, culture, class, race, sex, sexuality and/or disability and other protected characteristic.

Every aspect of the Region's work has an equal opportunities dimension. This may be expressed explicitly in teaching materials and displays, implicitly in classroom practice, or as part of the 'hidden curriculum' of social interaction among and between staff, students and pupils.

The Region's environment influences the developing attitudes of its students and pupils, and can be a powerful vehicle for promoting understanding of equal opportunities issues and practice.

Compliance

Admission:

The different academies in the Region have Admission Policies which are clear that gender, race or disability will not be used as criteria for admission.

Registration:

Pupil, student and staff names will be recorded accurately and pronounced correctly. Pupils and students will be encouraged to accept and respect names from other cultures.

Discrimination:

All forms of discrimination by any person within the Region community will be treated seriously and dealt with according to existing procedures. A record of incidents is kept and reported routinely to the governors' Local Advisory Bodies (LABs) for each academy.

Racist symbols, badges and insignia on clothing and equipment are forbidden in the academies.

Staff should be aware of possible cultural assumptions and bias within their own attitudes.

In all staff appointments, the best candidate will be appointed, based on strict professional criteria.

Language:

The academies view linguistic diversity positively. It has a policy of communicating with and engaging all parents/carers actively, including those who are hard to reach. Where

this difficulty is as a result of language, the school will try to provide translators for meetings, such as parents/carers evenings, and other events. Relevant documentation will be available in community languages, on request. The schools are aware of and celebrate the fact that pupils and students may speak more than one language and that the language spoken at home may not be English. To make our online content more accessible, we have added the Google Translate toolbar to our website.

Culture, Class and Race:

The Region acknowledges that members of the schools come from diverse cultural, racial and socio-economic backgrounds and we endeavour to foster an atmosphere of mutual respect in order to help to promote academies and a society in which there is social, religious and racial harmony.

The Region recognises the inequalities of opportunity that exist in society for individuals and groups. We are determined to take positive action to enable every individual to raise his/her self-esteem, expectations and performance so as to have wider choices in life.

We understand the right to be different without being excluded.

The academies' uniform policies allow for diversity where it is an essential part of religious and cultural background.

We value the history, experience and contribution of our multi-cultural community and seek to express this in the curriculum and life of our academies.

We challenge negative, patronising and stereotyped views; a prime cause for prejudice is ignorance and misunderstanding.

Equality Objectives for 2020 - 2022

On the Banbury Aspirations campus we will:

- Strive for all students, regardless of ethnicity, age, gender, first language and SEND and FSM eligibility to achieve the highest possible standards in their learning.
- Educate all students about discrimination and prejudice and promote a harmonious community.
- Identify barriers to learning and participation, and provide appropriately to meet a diversity of needs.
- Narrow the gap in performance of students eligible for support by the Pupil Premium, and those not.