

Equality Objectives Report

1. Academies Public Sector Equality Duty (Updated and Reviewed December 2021)

The Equality Act 2010 requires academies to publish information that demonstrates that we have due regard for 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 share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it

The Wren School is part of Excalibur Academies Trust, as part the Trust the academy follows the [Equality Policy of the Trust](#).

We believe the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people.

Everyone in the Trust is of equal value and is entitled to equal opportunities in all aspects of life within it. Together we need to create an inclusive, empowering and positive culture that is free from discrimination. The Excalibur Academies Trust is committed to building a workforce which reflects diversity from the communities it serves and values the contributions from all staff from a wide range of different backgrounds.

The Trust actively seeks to promote an environment that is free from discrimination and harassment and where staff and students are encouraged to fulfil their full potential. Equality is fundamental to the philosophy of the Trust and is embedded in the values and behaviours we have at the core of the work of the Trust.

We recognise the individual value we all bring, treating each other with fairness and mutual respect, without tolerance for the rejection of difference. We will:

- Empower each other to build an inclusive environment where everyone can thrive
- Not accept bullying, harassment, victimisation and any form of unacceptable behaviour
- Support all individuals who raise concerns under this policy
- Make our policies inclusive and accessible
- Continue to educate ourselves and our students to fulfil our inclusion and diversity mission
- To develop, apply and evolve processes which support the Excalibur vision and values which do not discriminate in any form on the basis of a protected characteristic* and provides equal opportunities for all
- To stand up to behaviour which does not support this policy or the Equality Act 2010.

**Protected Characteristics include: Age, Disability, Gender Re-assignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.*

We see the promotion of equal opportunity for all members of our community as a vital part of our work. The aim of the organisation is to ensure that all members of its community have an equal chance to access and use the opportunities available to them. We consider that an atmosphere of respect and the acceptance of individual differences as an important part of each individual's identity are vital to a successful organisation.

In addition, The Trust commits to ensuring that all groups within its academies prosper, including - those with SEND, those with different abilities who have difficulties accessing the academy's facilities or services; who speak English as an additional language; who have frequent moves and lack stability leading to time out of academy (e.g children in care); who are carers; who come from homes with low income; who experience bullying, harassment or social exclusion; with low parental support or different parental expectations; with needs for their emotional, mental and physical wellbeing; who exhibit challenging behaviours; who come from minority groups including travellers, refugees and asylum seekers.

All members of the academies in the Trust are expected to show respect and tolerance for each other; any form of unfair discrimination or inequity is unacceptable. It is an important part of the work of each academy to foster in all understanding and acceptance of others and of differences between individuals. Any form of discriminatory behaviour is unacceptable to the Trust.

2. Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

3. Information on other groups of pupils

In addition to pupils with protected characteristics, we gather information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups

4. Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at The Wren School. "Due regard" ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all staff, parents/carers and children to meet our duties under the Equality Act 2010.

We follow the [Trust Equality Policy](#).

We eliminate discrimination in this academy further to the Trust policy by:

- Our behaviour policy ensures that all children feel safe at school and addresses all prejudicial bullying, behaviour and conduct
- Reporting, responding to and monitoring discriminatory incidents
- Regularly monitoring the curriculum to ensure that the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping

- Teaching is the highest quality to ensure children reach their potential and all pupils are given entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular and enrichment opportunities
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures

5. Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of carers/parents and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times

6. Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it

We foster good relations by:

- Ensuring that The Wren School is seen as a community school within our local community
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

7. Equality objectives (To be updated every 4 years – review July 2022)

At The Wren School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1 : To monitor and analyse pupil achievement by protected characteristic and act on any trends or patterns in the data that require additional support for pupils

Objective 2 : To raise levels of attainment in core subjects for vulnerable learners

Objective 3 : To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

Equality Objectives and Public Sector Equality Duty - [Public sector equality duty - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

8. Gender pay gap – Please see Excalibur Academies Trust Gender Pay Gap on Trust website