



Smestow Academy

Equality objectives 2023-27

The Public Sector Equality Duty (PSED) expects schools to pay due regard when making decisions that affect pupils and staff with protected characteristics. As stated in the 2010 Equality Act, these are: race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

Specifically, schools must pay due regard to the need to

- a. **eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- b. **advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it;
- c. **foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

Matrix Academy Trust's mission is 'Education Without Exception'. Equality is at heart of everything we do. While every school shares this overarching ethos, each school identifies its own objectives based on an incisive knowledge of their context and the specific needs of their pupils and staff.

Objective 1

At Smestow Academy we are committed to ensuring that all pupils have access to a wealth of opportunities which are available to all learners in the school community. However, fewer pupils who are SEND or EAL currently participate in extracurricular clubs than pupils from other groups. As one of our Smestow values is 'Equal opportunities and respect for all', we want to improve this figure. We also want to ensure that equal opportunities are mapped and celebrated across all aspects of our curriculum.

To achieve this, our actions include: continue to highlight and celebrate this value through personal development and the careers curriculum; continue to create a staff body which represents the diversity within the school community; share staff stories to highlight the importance of acceptance and celebration of difference; promote diversity through the reading curriculum; promote diversity through pupil leadership opportunities.

Objective 2

Current position

With so many religions or beliefs amongst our pupils, we need to make sure there are ample opportunities for pupils to learn others' points of view. To achieve this, we will promote the SMESTOW value of being 'open to all opinions' by celebrating the wonderful diversity in the school population. This will be done by referring to us being 'One Smestow, many religions' and instilling the 'curiosity' underpinning our curriculum statement. We will ensure curriculum documents highlight this value across medium term plans and continue to highlight this value through the personal development curriculum and lunch time reminders.