

Public

Stanground Academy Equality, Diversity and Inclusion Policy Summary

Academy Vision:

To promote a world class education that will challenge, inspire, and enable every student to flourish beyond their expectations. All students will graduate from Stanground Academy, confident in their ability, kind in their approach and equipped with the skills to be a successful active citizen of the future.

Aims:

Inclusion and equality are very important at Stanground Academy. We will treat everyone with equal value. We will tackle prejudice, and we will make sure that everyone, including those with protected characteristics, have equal opportunities.

Action Plan.

We have six key aims in our Equality Action Plan. We review this plan every term to keep us on track. This plan is published on our website.

What are the Protected Characteristics?

Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and, sexual orientation.

Everyone has a role to play in making the Academy a fairer and more equal place.

All staff members have a responsibility to make the Academy more inclusive. They will promote inclusion, undertake training and take all reports of discrimination seriously.

Senior Leaders oversee the Equality Action Plan. They will make sure everyone follows this plan.

Pastoral teams will help pupils to understand why equality is so important to us. They will issue corrections and education for pupils who do not meet our Academy values around equality.

Pupils will meet our expectations about equality. Pupils will be respectful and kind. Pupils will report incidents of discrimination.

Curriculum:

Our lessons will take opportunities to celebrate diversity. Our lessons will challenge negative stereotypes.

Personal Development:

Our Personal Development lessons will help pupils to understand their rights and responsibilities around equality.

Support:

We will support pupils who have been victims of discrimination.

Behaviour

We have a clear system for dealing with discrimination. All reports will be taken seriously.

Stanground Academy procedure for dealing with alleged incidents of discrimination involving pupils

