



BENGWORTH CE ACADEMY

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# EQUALITY STATEMENT

## 2023 - 2024

September 2023



**Bengeworth**  
Multi Academy Trust

Brilliant People • Better Schools • Bright Futures

## To be read in conjunction with the Racial Equality and Equal Opportunity Policy

Bengeworth CE Academy is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth. We are proud to have been awarded 'Flagship School' status for the fifth year through the Inclusion Quality Mark [IQM] award for our exemplary inclusive practice; the highest level of recognition. In school we ensure that we meet the individual learning needs of all our pupils through our outstanding teaching and learning, providing differentiated work and a personalised approach. We have high expectations for all pupils, including those with special educational needs and/or disabilities, ensuring the best possible progress for our pupils through an exciting, engaging and accessible curriculum.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

The Equality Act 2010 requires us 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.

We have considered the information collected above and have identified key objectives that our school will focus on this year. These objectives will help us to meet the three arms of the general duties required in the Equality Act 2010.

### **Our approach to equality is based on the following key principles:**

- A sense of belonging for all;
- Strong positive relationships;
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school;
- To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities;
- To ensure the school environment is accessible as possible to all pupils, staff and visitors;
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010;
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum;
- Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially pupils eligible for free-school meals, pupils with special educational needs and disabilities and children who are looked after.

\* Equalities information will be updated annually and progress towards our objectives will be monitored and reviewed every year. In line with legislation, the objectives will be re-published formally, at least every 4 years.

Objective	Who	What	Why	As a result
<p><b>Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and children who are looked after.</b></p>	<p>Disability, Gender, Race</p>	<p>Modify provision in order to meet all children’s needs and interests. Targeted interventions/ catch up programme for identified individuals. Improve parental engagement by coming into school and being part of the learning experience (Walk in sessions/Class assemblies/Curriculum Evening); Effective communication by all stakeholders.</p>	<p>Advance equality of opportunity between people who share protected characteristics and those who do not.</p>	<p>The gap between DA and non-DA pupils will be narrowed.</p>
<p><b>To promote pupils spiritual, moral, social and cultural development through appropriate curricular opportunities, with particular emphasis on promoting equality and diversity.</b></p>	<p>All groups of learners</p>	<p>Programme of visits to include places of worship and larger towns and cities; Programme of visitors organised for assemblies to share different faiths and cultures; Senior Leadership Team, RE subject leader; Curriculum planning documentation ; Enterprise activities ; IQM.</p>	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.</p>	<p>Pupils in the Academy will have a wider experience of a divergent society. Children understand that they are part of a multi- faith society and learn the values of other religions.</p>

<b>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</b>	All groups of learners	Parental questionnaire; Family Support worker role in place; Access to Parenting Programme; Review of parental engagement.	Advance equality of opportunity between people who share protected characteristics and those who do not	All pupils have equal access to the curriculum and opportunities provided by the school.
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# Bengeworth

## Multi Academy Trust

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