



WIDNES
ACADEMY

ASPIRING AND ACHIEVING

EQUALITY POLICY POLICY 2025-2026

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Link: Mrs L. Kirchin

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PLACE
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PART OF**

MEMBER OF THE WADE DEACON TRUST

1. Introduction and Purpose

This policy outlines Widnes Academy's commitment to equality, diversity, and inclusion in all aspects of school life. It aims to create a safe, supportive, and respectful environment where all members of our school community, including pupils, staff, parents, carers, and visitors, are treated fairly and with dignity. This policy is underpinned by the school's vision and values: Respect, Equality, Ambition, Curiosity, Honesty, Unity, and Perseverance.

2. Legal Framework

This policy is compliant with the following legislation and guidance:

- **Equality Act 2010:** This Act prohibits discrimination on the basis of protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- **Education Act 1996:** This Act outlines the duties of schools regarding the education and welfare of pupils.
- **Children and Families Act 2014:** This Act focuses on improving services for disabled children and young people.
- **Special Educational Needs and Disability (SEND) Code of Practice:** This Code provides guidance on supporting pupils with SEND.
- **Prevent Duty Guidance:** This guidance outlines the duty of schools to safeguard pupils from radicalisation and extremism.
- **Other Relevant Legislation:** Human Rights Act 1998, Safeguarding Vulnerable Groups Act 2006

3. Scope of the Policy

This policy applies to all areas of school life, including:

- Admissions
- Curriculum
- Teaching and learning
- Assessment and attainment
- Behaviour and discipline
- Staff recruitment, training, and development
- Parental involvement
- Extracurricular activities
- Use of school facilities
- Partnerships with external organisations

4. Definitions

- **Equality:** Ensuring that everyone has equal opportunities and is treated fairly, regardless of their background or protected characteristics.
- **Diversity:** Recognising and valuing the differences between individuals and groups.
- **Inclusion:** Creating a welcoming and supportive environment where everyone feels valued and respected and can participate fully in school life.

- **Discrimination:** Treating someone unfairly or less favourably because of their protected characteristics. This can be direct (overtly discriminatory), indirect (seemingly neutral but discriminatory in effect), or harassment (unwanted conduct that violates someone's dignity).
- **Protected Characteristics:** The nine characteristics protected under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

5. Roles and Responsibilities

- **Governing Body:** The Governing Body has overall responsibility for ensuring that the school complies with equality legislation and promotes equality, diversity, and inclusion.
- **Principal:** The Principal is responsible for implementing this policy and ensuring that it is embedded in all aspects of school life.
- **Senior Leadership Team (SLT):** The SLT is responsible for supporting the Principal in implementing this policy and for monitoring its effectiveness.
- **All Staff:** All staff are responsible for promoting equality, diversity, and inclusion in their work and for challenging discrimination.
- **Pupils:** Pupils are expected to treat each other with respect and to challenge discrimination.
- **Parents/Carers:** Parents/carers are expected to support the school in promoting equality, diversity, and inclusion.

6. Implementation Strategies

Widnes Academy will implement the following strategies to promote equality, diversity, and inclusion:

- **Curriculum:**
 - Ensure that the curriculum is inclusive and reflects the diversity of our school community and the wider world.
 - Provide opportunities for pupils to learn about different cultures, religions, and perspectives.
 - Challenge stereotypes and promote critical thinking about equality issues.
- **Teaching and Learning:**
 - Use inclusive teaching methods that cater to the diverse needs of all pupils, including those with SEND and EAL pupils.
 - Provide differentiated support and challenge to ensure that all pupils can achieve their full potential.
 - Promote positive relationships between pupils and staff.
- **Assessment and Attainment:**
 - Monitor pupil attainment data to identify and address any disparities between different groups of pupils, including attendance data.
 - Use assessment methods that are fair and accessible to all pupils.
 - Provide targeted support to pupils who are at risk of underachieving.
- **Behaviour and Discipline:**
 - Apply the school's behaviour policy fairly and consistently to all pupils.
 - Address any incidents of discrimination or harassment promptly and effectively.
 - Provide training to staff on how to manage challenging behaviour in a way that promotes equality and respect.
- **Staff Recruitment, Training, and Development:**
 - Ensure that our recruitment processes are fair and inclusive through the use of FACE-ED

- Provide equality and diversity training to all staff.
- Promote a culture of continuous professional development in relation to equality issues.
- **Parental Involvement:**
 - Engage with parents/carers from diverse backgrounds and ensure that they feel welcome and valued.
 - Provide information about the school's equality policy and how it is implemented.
 - Encourage parents/carers to support the school in promoting equality, diversity, and inclusion.
- **Addressing EAL and Deprivation:**
 - Provide targeted support for EAL pupils to ensure they can access the curriculum and achieve their full potential.
 - Address the impact of deprivation on pupil outcomes through targeted interventions and support.
 - Work with families to address any barriers to learning that pupils may face.

7. Addressing Discrimination and Harassment

Widnes Academy is committed to creating a school environment free from discrimination and harassment. Any incidents of discrimination or harassment will be taken seriously and dealt with promptly and effectively.

- **Reporting Procedures:** Pupils, staff, parents/carers, and visitors are encouraged to report any incidents of discrimination or harassment to the Principal.
- **Investigation Procedures:** All reports of discrimination or harassment will be investigated thoroughly and impartially.
- **Sanctions:** Appropriate sanctions will be applied to those found to have engaged in discriminatory or harassing behaviour.
- **Support for Victims:** Support will be provided to victims of discrimination or harassment.

8. Monitoring and Evaluation

The effectiveness of this policy will be monitored and evaluated on a regular basis.

- **Data Analysis:** Pupil attainment data, attendance data, and behaviour data will be analysed to identify any disparities between different groups of pupils.
- **Staff Surveys:** Staff surveys will be conducted to gather feedback on the implementation of this policy and to identify any areas for improvement.
- **Pupil Voice:** Pupils will be given opportunities to share their views on equality issues and to contribute to the development of this policy.
- **Parental Feedback:** Parental feedback will be sought on the implementation of this policy.
- **Policy Review:** This policy will be reviewed annually and updated as necessary.

9. Communication

This policy will be communicated to all members of the school community through the following channels:

- School website
- A printed copy will be available in the school office

- Staff meetings
- Pupil assemblies
- Parent evenings
- Newsletters

10. Training

All staff will receive regular training on equality, diversity, and inclusion. This training will cover the following topics:

- Equality legislation
- Protected characteristics
- Unconscious bias
- Inclusive teaching methods
- Addressing discrimination and harassment
- Supporting pupils with SEND
- Supporting EAL pupils

11. Accessibility

Widnes Academy is committed to ensuring that its premises, curriculum, and information are accessible to all members of the school community, including those with disabilities.

- **Physical Accessibility:** The school will make reasonable adjustments to its premises to ensure that they are accessible to people with disabilities.
- **Curriculum Accessibility:** The school will provide differentiated support and challenge to ensure that all pupils can access the curriculum.
- **Information Accessibility:** The school will provide information in a variety of formats to ensure that it is accessible to all members of the school community.

12. Links to Other Policies

This policy is linked to the following school policies:

- SEND Policy
- Behaviour Policy
- Anti-Bullying Policy
- Safeguarding Policy
- Complaints Policy