

# Equality Statement and Objectives 2022-2023

## The Bishop of Winchester Academy



Sapere Aude

<b>Approved by:</b>	Academy Leadership Team	<b>Date:</b> 12/09/2022
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<b>Last reviewed on:</b>	September 2022
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<b>Next review due by:</b>	September 2023
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The Bishop of Winchester Academy is a sponsor led academy serving a community with a wide range of socio-economic backgrounds, with students aged 11-18 years.

The Bishop of Winchester Academy is committed to:

- Promoting equality of opportunity
- Eliminating discrimination and harassment
- Valuing diversity and promoting positive relationships
- Providing an inclusive education
- Monitoring and evaluating the attainment of all groups (equality of opportunity) and to direct additional specific intervention to any group that is failing to attain the desired outcomes.
- Meeting the requirements of the Equality Act 2010.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against students and staff or treat them less favourably because of their:

- Gender
- Race
- Age
- Disability
- Religion or belief
- Gender identity and reassignment
- Sexual orientation;
- pregnancy or maternity.
- Marriage (only applicable to staff)
- Civil partnerships (only applicable to staff)

Under the Act, the school is expected to comply with the Public Sector Equality Duty. This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

We are required to:

- Publish information to show compliance with the Equality Duty. This is done via our Equalities Statement and related Policies:
  - o Curriculum
  - o Teaching Learning & Assessment
  - o Behaviour
  - o Anti-Bullying
  - o Examinations
  - o SEND Information Report and Policy
  - o Pupil Premium Statement
- Publish Equality Objectives which are specific and measurable

Our Equality Objectives reflect the School's and Trust's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

## **Equality Objectives 2022**

We will review the attainment and progress of all learning groups (equality of opportunity) and direct additional specific intervention to any group that is failing to attain the desired outcomes. This has identified the following groups as requiring a particular focus:

### **2022-2023 Objectives:**

- To continue to provide a school environment that welcomes, protects and respects everyone
- To continue to close the gaps in attainment and achievement between students and all groups of students; especially boys and girls, disadvantaged students, students with Special Educational Needs and Disabilities, Looked After Children, and students from different heritage groups
- To ensure that all students are given the opportunity to make a positive contribution to the life of the school, particularly focusing on developing leadership opportunities for all students
- To eradicate the use of homophobic, sexist, racist and other discriminative language by students in the school
- To enhance and develop the skills, knowledge and abilities of existing staff to realise their full potential, irrespective of background or employment status

This statement is reviewed annually