

Equality Objectives

Manor CE Academy seeks to promote equality and we celebrate the diversity within our community. We welcome the public sector equality duty as set out in the Equality Act (2010).

What is the duty?

We must:

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

What are the protected characteristics?

The Equality Act 2010 was introduced to ensure protection on the grounds of specific characteristics (referred to as **protected characteristics**). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their sex; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Marriage and civil partnerships and age are also 'protected characteristics'. These apply to staff but not students in schools.

Our Equality Objectives 2020-21

Our Equality Objectives reflect the school'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.

Manor CE Academy is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community. To achieve this, the school has established the following objectives:

- Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups, and to review the curriculum considering new performance measures
- Implement effective strategies to support pupils in all vulnerable groups following linear exam courses

- Improve the quality of support for pupils in all vulnerable groups in the classroom
- Continue to explore the use of new technologies to support pupils in all vulnerable groups in accessing their learning
- The school will update all published equality documentation annually and will publish its objectives at least every four years.

To achieve these objectives, Manor CE Academy will:

- Use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons with other schools. In particular, we will seek to further improve the progress made by boys at GCSE whilst ensuring that the progress of girls continues to be promoted.
- To foster good relations between different groups through the use of assemblies, Religious Studies and the PSHE programme.
- To challenge stereotypes that can deny opportunities to students through option and careers guidance.
- To further improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.
- To further develop student and staff resilience and self-worth.
- To promote equality, diversity and inclusion actions across our staff body.

Specific tasks relating to these objectives can be found within the School Development Plan.

Progress made

- We encourage awareness for LGBT+ through writing competitions and taking part in York Pride marches each year
- We plan careers education support to ensure that we meet the Gatsby benchmarks for Careers guidance
- Our data tracking systems enable teachers to focus on identifying and addressing gaps in progress between boys and girls
- Having extra curricular clubs which focus on equality, in particular the Feminist club and LGBT+ club

- In 2019-20 a group of students visited Auschwitz and shared their learning with students on their return to school.
- We have engaged with the DfE pathfinder project on 'Diversity in Leadership' and a number of female middle leaders have been part of this programme.
- We have improved accessibility in the school through:
 - The building is wheelchair accessible with a lift to facilitate movement between the floors.
 - The HUB suite of rooms, including teaching spaces are situated on the ground floor at the heart of the school.
 - Disabled Parking Spaces in the main car park
 - Disabled toilet facilities available throughout the school.
 - Labelling of equipment in Science Laboratories and Technology
 - Handrails on stairs
 - Clear visual signage