



Harriers Banbury Academy

an Aspirations Academy

Public Sector Equality Duty

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| Date of Last Review | January 2023 | Review Period | 1 year | Date of Next Review | January 2024 |
| Persons with Responsibility Steph Pamplin (Principal) Ruth Jakeman (Regional Business Manager Primary) | | | | | |

Tackling inequalities is a major priority at Harriers Banbury Academy. We work to ensure that children and young people stay healthy and safe; secure an outstanding education and reach the highest possible standards of achievement; enjoy their childhood; make a positive contribution to society and the economy; and have lives full of opportunity free from the effects of poverty.

Harriers Banbury Academy is committed to promoting an understanding of the principles and practices of equality and justice. We aim to equip pupils and students with an awareness of our diverse society and to appreciate the value of difference.

Every member of Harriers Banbury Academy is regarded as of equal worth and importance, irrespective of his or her creed, culture, class, race, sex, sexuality and/or disability and other protected characteristic.

Every aspect of Harriers Banbury Academy's work has an equal opportunities dimension. This may be expressed explicitly in teaching materials and displays, implicitly in classroom practice, or as part of the 'hidden curriculum' of social interaction among and between staff, students and pupils.

Harriers Banbury Academy's environment influences the developing attitudes of its pupils and can be a powerful vehicle for promoting understanding of equal opportunities issues and practice.

Compliance

Admission

Harriers Banbury Academy has an Admissions Policies which makes clear that gender, race or disability will not be used as criteria for admission.

Registration

Pupil, student and staff names will be recorded accurately and pronounced correctly. Pupils and students will be encouraged to accept and respect names from other cultures.

Discrimination

All forms of discrimination, by any person within Harriers Banbury Academy, will be treated seriously and dealt with according to existing procedures. A record of incidents is kept and reported routinely to the Regional Board.

Racist symbols, badges and insignia on clothing and equipment are forbidden in the Academy.

Staff should be aware of possible cultural assumptions and bias within their own attitudes.

In all staff appointments, the best candidate will be appointed, based on strict professional criteria.

Language

The Academy views linguistic diversity positively. It has a policy of communicating with and engaging all parents/carers actively, including those who are hard to reach. Where this difficulty is as a result of language, the school will try to provide translators for meetings, such as parents/carers evenings, and other events. Relevant documentation will be available in community languages, on request. The school is aware of and celebrates the fact that pupils and students may speak more than one language and that the language spoken at home may not be English.

Culture, Class and Race

Harriers Banbury Academy acknowledges that members of the school come from diverse cultural, racial and socio-economic backgrounds and we endeavour to foster an atmosphere of mutual respect in order to help to promote a society in which there is social, religious and racial harmony.

Harriers Banbury Academy recognises the inequalities of opportunity that exist in society for individuals and groups. We are determined to take positive action to enable every individual to raise his/her self-esteem, expectations and performance so as to have wider choices in life.

We understand the right to be different without being excluded. The Academy uniform policies allow for diversity where it is an essential part of an individual's religious background.

We value the history, experience and contribution of our multi-cultural community and seek to express this in the curriculum and life of our academies.

We challenge negative, patronising and stereotyped views; a prime cause for prejudice is ignorance and misunderstanding.

Equality Objectives for 2021-2025

- Strive for all pupils to achieve the highest possible standards in their learning.
- Educate all pupils about discrimination and prejudice and promote a harmonious community.
- Identify barriers to learning and participation, and provide appropriately to meet diverse needs.
- Narrow any performance gap between pupils, whether or not in receipt of Pupil Premium.

We are also focusing on the attainment of those pupils in receipt of the Pupil Premium.