



Wednesfield Academy Equality objectives 2023-27

The Public Sector Equality Duty (PSED) expects schools to pay due regard when making decisions that affect pupils and staff with protected characteristics. As stated in the 2010 Equality Act, these are: race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

Specifically, schools must pay due regard to the need to

- a. **eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- b. **advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it;
- c. **foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

Matrix Academy Trust's mission is 'Education Without Exception'. Equality is at heart of everything we do. While every school shares this overarching ethos, each school identifies its own objectives based on an incisive knowledge of their context and the specific needs of their pupils and staff.

Objective 1

Pupil leadership roles are being developed in order to raise pupils' aspirations and develop the Cultural Capital required for Wednesfield pupils to be leaders of the future. As well as creating these roles, we realise that pupils who don't see themselves as leaders may need additional support in applying for and acquiring these roles, particularly those from groups which are underrepresented in leadership roles in wider society, including women, people of colour and LGBTQ+ people. Therefore, we will be proactive in making such leaders visible – in the subject curriculum and in all aspects of personal development - and providing whatever support is required.

Objective 2

While our curriculum documents and our implementation show that our curriculum is more broad and diverse than ever before, we recognise that we could be even more ambitious in using the curriculum to counter misconceptions around particular protected characteristics, particularly the misconceptions spread by mainstream and social media. To this end, we will be constantly updating our curriculum to be both a 'mirror' which is reflective of the pupils in school and a 'window' into the lives of people with the full range of protected characteristics.