

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 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 applying for and acquiring these roles, particularly those from groups which are under represented 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 needed.

Progress has been made so far in relation to Objective 1:

- Launch of our pupils leaderships teams – Sixth form leadership, prefects, charity ambassadors, careers ambassadors, sports ambassadors, sixth form reading and numeracy mentors, sports ambassadors, eco ambassadors, school council
- PSHE curriculum covered during Personal Development time uses a range of role models
- Assemblies feature a range of diverse role models
- A growing CCF and Duke of Edinburgh cohort
- Black history month celebrations included reading from published Author Sharmadean Reid and Gospel singer Bryon Taylor
- Increase of celebration of student achievements via social media, school newsletter and reward assemblies
- Subjects are embedding diverse role models into the curriculum
- Culture day will form part of our Discovery week in 2025.
- A growing number of educational visits are planned for students across the year including trips abroad as part of the Turning Scheme.

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 encounter misconceptions around particular protected characteristics, particularly the misconceptions spread by the wide stream 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.

Progress that has been made so far in relation to Objective 2:

- Our personal development curriculum covers a range of topics to support education around equality and diversity, examples include:
 - Equality Act
 - Gender equality
 - Removing barriers for all
 - LGBTQ+ rights across the world
 - Womens rights and equality
 - Multicultural Britain
- Protected characteristics are visible around the academy, in all teaching rooms and are referred to during assemblies
- Black History Month included PD sessions, assemblies, recipes shared on social media along with a celebration evening
- Assembly to students around misinformation that is spread via social media and the consequence this may have
- Sessions through both curriculum and personal development on religious events such as Diwali, Easter, Christmas
- Form time reading books cover topics such as identity, racism, discrimination in an age appropriate manner