

## Smestow 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

At Smestow Academy we are committed to ensuring that all pupils have access to a wealth of opportunities which are available to all learners in the school community. However, fewer pupils who are SEND or EAL currently participate in extracurricular clubs than pupils from other groups. As one of our Smestow values is 'Equal opportunities and respect for all', we want to improve this figure. We also want to ensure that equal opportunities are mapped and celebrated across all aspects of our curriculum.

To achieve this, our actions include: continue to highlight and celebrate this value through personal development and the careers curriculum; continue to create a staff body which represents the diversity within the school community; share staff stories to highlight the importance of acceptance and celebration of difference; promote diversity through the reading curriculum; promote diversity through pupil leadership opportunities.

Progress has been made towards objective 1 (reviewed 2024):

- We track and analyse the diversity of our pupil leadership roles in school.
- We have developed our extra-curricular offer before and after school, and at break time to support attendance.
- Through events and activities during Black History Month in the form of assemblies, House competitions and displays celebrating important characters.
- Through staff video shown during World Mental Health Day assemblies which shares top tips that work for them.
- By increasing uptake of pupils from our diverse pupil population on Duke of Edinburgh.
- Through assemblies on the use of appropriate language and showcasing staff experiences of discrimination through growing up in our society, in order to learn from the past.

### Objective 2

With so many religions or beliefs amongst our pupils, we need to make sure there are ample opportunities for pupils to learn others' points of view. To achieve this, we will promote the SMESTOW value of being 'open to all opinions' by celebrating the

wonderful diversity in the school population. This will be done by referring to us being 'One Smestow, many religions' and instilling the 'curiosity' underpinning our curriculum statement. We will ensure curriculum documents highlight this value across medium term plans and continue to highlight this value through the personal development curriculum and lunch time reminders.

Progress has been made towards objective 2 (reviewed 2024):

- Through a number of cultural capital focussed educational trips such as the Turing trip, Year 7 and 11 visits to places of worship (churches, gurdwaras and mosques) and science project link with a German school.
- Through protected characteristics consistently visible around the academy and actively taught through the personal development curriculum.
- Through the planning of assemblies which celebrate and raise awareness of religious events and celebrate the diversity of our school population.
- Our form tutor reading programme promotes British values by encouraging respect, tolerance, and individual liberty through diverse and thought-provoking literature. Across all year groups, pupils engage with texts that explore themes of democracy, justice, and equality, with texts which highlight resilience and social responsibility and spark discussions on the rule of law and ethical decision-making. By reading a wide range of perspectives, pupils develop empathy and critical thinking skills, fostering a deeper understanding of the multicultural society in which they live.
- As reviews of medium term plans have been taking place to highlight where the explicit teaching of modern British values and our Smestow values have taken place, and cultural capital of our children enriched.
- By being responsive in our Personal Development curriculum with sessions to address misinformation in society, such as the August 2024 riots.