

Equality Objectives

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1. Statement of Intent

South Axholme Academy is committed to providing an inclusive, respectful and ambitious environment where every member of the academy community is valued and enabled to achieve their full potential.

We recognise that diversity among our students, staff and wider community is one of our greatest strengths. Inclusion and equality of opportunity are therefore embedded at the heart of all our activities, decision-making and strategic planning.

The Academy is committed to fulfilling its duties under the **Equality Act 2010** and to eliminating discrimination, advancing equality of opportunity and fostering good relations within our community.

This policy applies to all members of the academy community including students, staff, governors, parents/carers, visitors and contractor and considers all.

2. Legal Framework

This policy is informed by and complies with the following legislation and guidance:

- Equality Act 2010
- Public Sector Equality Duty (Section 149 of the Equality Act 2010)
- Human Rights Act 1998
- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- DfE guidance on equality, behaviour, exclusions, SEND and safeguarding

Under the Equality Act 2010, the Academy must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

3. Protected Characteristics

In accordance with the Equality Act 2010, the Academy recognises the following **protected characteristics**:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (in relation to staff)
- Pregnancy and maternity
- Race (including colour, nationality and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

The Academy operates a zero-tolerance approach to discrimination, harassment or victimisation on the basis of any protected characteristics.

We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our Academy with protected characteristics, e.g. homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

4. Aims and Objectives

The Academy's equality objectives are to:

- Ensure all students have equal access to a rich, broad, balanced and relevant curriculum
- Advance equality of opportunity through teaching, learning, assessment and curriculum design
- Eliminate all forms of discrimination, harassment and victimisation
- Promote respect, dignity and inclusion across the academy community
- Recognise and celebrate diversity while promoting community cohesion
- Ensure equality considerations inform all policies, practices and decisions
- Engage students, parents/carers and the wider community in supporting equality and inclusion
- Ensure sufficient resources are allocated to support equality and inclusion initiatives

5. Roles and Responsibilities

5.1 Academy Oversight Committee (Governing Body)

- Ensure compliance with statutory equality duties
- Approve and monitor this policy and equality objectives
- Hold leaders to account for impact

5.2 Principal

- Implement the policy consistently
- Monitor equality data and incidents
- Ensure staff are trained and confident in fulfilling equality obligations

5.3 Staff

- Promote inclusive practice and challenge discrimination
- Model respectful behaviour at all times
- Record and report incidents appropriately

5.4 Students

- Treat others with respect and dignity
- Report concerns or incidents of discrimination

6. Good Practice and Commitment

The Academy:

- Promotes respectful behaviour and positive relationships
- Embeds equality and diversity through the curriculum, including PSHE, assemblies and enrichment activities
- Encourages student voice and participation
- Builds links locally, nationally and globally to promote understanding
- Views diversity as a positive and enriching resource

7. Bullying, Discrimination and Prejudice-Related Incidents

The Academy:

- Records and investigates all incidents of bullying, discrimination and harassment
- Logs racist incidents and reports them in line with local and national requirements

- Monitors incidents related to protected characteristics, including disability and sexual orientation
- Takes swift, proportionate and educational action
- Supports victims and challenges prejudicial behaviour

8. Accessibility and Reasonable Adjustments

The Academy is committed to:

- Making reasonable adjustments for students, staff and visitors with disabilities
- Improving physical accessibility where possible
- Ensuring learning, information and communication are accessible
- Implementing and reviewing the Accessibility Plan

9. Equality Objectives

1. Equality Objectives

In line with statutory requirements, the Academy publishes specific and measurable equality objectives, reviewed at least every four years.

These objectives are informed by:

- Attainment and progress data
- Behaviour, attendance and exclusion data
- Stakeholder feedback
- Incident records

Progress towards objectives is reviewed annually and reported to governors.

10. Equality Objectives 2026-2030

South Axholme Academy is committed to ensuring equitable provision across all areas of academy life by:

- Promoting cultural understanding and development through curriculum and enrichment opportunities
- Ensuring the curriculum and wider academy experiences address issues of equality and diversity
- Supporting and challenging all learners so that progress is made by every student, including vulnerable groups
- Monitoring and responding effectively to incidents where prejudice is a contributing factor
- Improving accessibility of the academy environment for students, staff and visitors

12. Publication

This policy, along with equality objectives and equality information, is published on the Academy website in accordance with statutory requirements.

13. Document Control and Monitoring

This policy will be reviewed annually by the Principal. At every review, it will be approved by the Academy Oversight Committee. This policy remains valid until it is reviewed and replaced, it does not expire by date alone.

Contact	Principal
Status	Issued
Publication Date	06/2026
Review Cycle	4-yearly
Review Date	06/2030
Approved/Ratified by	AOC/CEO
Version Control	
Draft	For comments /consultation
Issue	1

IET reserves the right to make amendments to this policy at any time without notice.

End