



Equality and Diversity POLICY

Adopted	M. Davies September 2025
Committee	Members
Review Date	September 2026

Our Vision

At Demetae Academy we believe childhood should be protected and encouraged with nurture and well-being at the heart of everything we do, the talents your child has will be celebrated daily.

The key to our learning style is independence, where children are taught how to think not what to think, in a culture of self-directed learning - curiosity and innovation are the key to academic achievement and discovery. We will encourage a love of our surroundings, the environment and each other, whilst creating resilient learners who are prepared for life in an ever-changing world.

Demetae Academy will be rich with individuality, excitement and encouragement.

Our aim is for every child who attends Demetae Academy to have a truly unique and engaging learning experience and as they continue their life journey, they will use the skills and knowledge they have gained that will lead them on a pathway to a life of success.

'For one, for all'

1. Schools Aims

Equality of opportunity at Demetae Academy is about providing equality and excellence for all in order to promote the highest possible standards of achievement. Equality of opportunity applies to all members of the school community – pupils, staff, members, parents and community members. We aim to promote equality of opportunity and good relations across all aspects of school life.

We do this by:

- Creating an ethos in which pupils and staff feel valued and secure.
- Building self-esteem and confidence in our pupils, so they can use these qualities to achieve their full potential and become rounded citizens of the wider community.
- Have consistent expectations of the pupils and their learning.
- Removing or minimising barriers to learning, so that all pupils can achieve.
- Ensuring that our teaching takes into account the learning needs of all pupils through our curriculum and lesson planning.
- Actively tackling discrimination and promoting equality through our curriculum.
- Making clear to our pupils what constitutes aggressive and discriminatory behaviour.
- Ensuring class and school resources reflect society as a whole.
- Having clear procedures for dealing with discriminatory incidents and that these are understood by all.
- Ensure all pupils develop mutual respect through the school ethos, teachings and adult example.

These aims are designed to ensure that the school meets the needs of all of its community, taking account of the nine protected characteristics; race, disability, sex, age, religion or belief, sexual orientation, pregnancy, maternity and gender reassignment. It is important that in this school we meet the diverse needs of pupils to ensure inclusion for all and that all pupils are prepared for full participation in a multiethnic society.

Statutory Requirements

- Comply with the Equality Act 2010, including the Public Sector Equality Duty (PSED).
- Meet the requirements of the Education Act 2002 (Section 78) for a balanced and broadly based curriculum promoting spiritual, moral, cultural, mental, and physical development.
- Fulfil statutory guidance for Relationships Education, Relationships and Sex Education (RSE), and Health Education (2019), including LGBT+ inclusion and challenging stereotypes.
- Make reasonable adjustments and provide support for pupils with SEND, in line with the SEND Code of Practice (2015).
- Uphold safeguarding standards as set out in Keeping Children Safe in Education (KCSIE) 2025, addressing prejudice-based bullying and discriminatory abuse.

- Ensure a safe environment for all, as required by the Health and Safety at Work Act 1974.
- Respect the rights enshrined in the Human Rights Act 1998.

1 The school's commitment to Equality for All

- Ensuring that all pupils and staff are encouraged and able to achieve to their full potential.
- Respecting and valuing differences between people.
- Preparing pupils for life in a diverse society.
- Acknowledging the existence of discrimination and taking steps to prevent it
- Making the school a place where everyone, irrespective of a protected characteristic, feels welcomed and valued.
- Promoting good relations between groups within the school and the wider community.
- Ensuring that an inclusive ethos is established and maintained.
- Opposing all forms of discrimination and harassment.
- Being proactive in tackling and eliminating unlawful discrimination.

2. The School's Ethos

The school opposes all forms of racism, harassment, prejudice and discrimination. The school publicly supports diversity and actively promotes good personal and community relations. Diversity is recognised as having a positive role to play within the school. Staff foster a positive atmosphere of mutual respect and trust among pupils from all groups. The school caters for the dietary and dress requirements of different groups subject to health and safety regulations. The school enables pupils and staff to celebrate festivals and other events relevant to their particular diversity and actively encourages all pupils to understand these. Clear procedures are in place to ensure that staff deal with forms of bullying and harassment promptly, firmly and consistently. Actions taken are in line with relevant LA policies and guidance such as those for anti-bullying and dealing with racist incidents. All forms of harassment are recorded, monitored and dealt with in line with relevant school policies. Pupils, staff and parents are aware of the procedures for dealing with intolerant behaviour and that such behaviour is always unacceptable. Staff will go on courses to train them to deal effectively with bullying, discriminatory incidents, harassment and prejudice.

3. 2025 - 2027 Equality Objectives

Every two years the school will set specific equality targets to improve the provision set out within this policy. Key Objectives:

- Strategy Tasks Responsibility To raise awareness of equality & diversity.
- Establish termly whole school awareness raising events / assemblies on a local, national and global level.
- Establish termly whole school fund raising events on a local, national, global level.
- Embed the role of various school councils & encourage good relationships between all groups.
- Establish approaches to community cohesion including quality links with other schools.

- Develop references to Equalities on the website.
- Stakeholders will have a good awareness of equality and diversity.
- Establish communication methods to reflect and accommodate the diverse specific needs of parents and families.
- Ensure that our induction process for new staff includes discussions around Equality.

To ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of age, disability, race, gender, religion or beliefs.

- Establish / Plan connections within different areas of the curriculum to diverse role models and heroes.
- Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and disability.

To ensure that there is an equality of opportunity within our school regardless of the protected characteristics.

- Ensure that ALL pupils have equal access to Quality First Teaching.
- Remove barriers and make reasonable adjustments to ensure that everyone has equal access to the curriculum and school environment (SEND, EAL, PP, other religions / faiths, gender).
- Raise the attainment of all pupils and close/ narrow gaps in educational achievement by monitoring data.
- Ensure that ALL pupils have equal opportunity to access clubs, sport and PE and residential visits.
- Ensure as diverse representation as possible of all protected characteristics in ALL school councils and action groups.
- Ensure early access to a range of professional services.

4. At Demetae we achieve equality through:

Leadership and Management

- School policies reflect a commitment to equal opportunities.
- The school leadership set a clear ethos that reflects the school's commitment to equality for all members of the school community.
- The school promotes positive approaches to valuing and respecting diversity.
- The school leadership will work in partnership with others to promote equality of opportunity and oppose all forms of oppressive behaviour, prejudice and discrimination.
- Staff contribute to policy documents. Parents can request to see policies and have their views taken note of.

Staffing, Recruitment and Professional Development

- The school adheres to recruitment and selection procedures that are fair, equal and in line with statutory duties and LA guidelines.
- All those involved in recruitment and selection are prepped prior to interview by a member of staff who is safer recruitment trained so that they are aware of what they should do to avoid discrimination and ensure equality good practice through the recruitment and selection process.
- Equalities policies and practices are covered in all staff inductions
- All temporary staff are made aware of policies and practices
- Employment policy and procedures are reviewed regularly to check conformity with legislation and impact

Our Curriculum

Curriculum planning takes account of the ethnicity, backgrounds and needs of all pupils. The curriculum builds on pupils' starting points and is differentiated where appropriate to ensure the inclusion of:

- Boys and girls
- Pupils learning English as an additional language
- Pupils from minority ethnic groups
- Pupils who are gifted and talented
- Pupils with special educational needs
- Pupils who are looked after by the local authority
- Pupils who are at risk of disaffection and exclusion.

The school monitors and evaluates its effectiveness in providing an appropriate curriculum for pupils of all backgrounds. Each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitudes to diversity. All subjects contribute to the spiritual, moral, social and cultural development of all pupils. Extra-curricular activities and special events cater for the interests and capabilities of all pupils and take account of parental concerns related to religion and culture.

Teaching and Learning

Teachers ensure that the classroom is an inclusive environment in which pupils feel all their contributions are valued. All pupils have access to the mainstream curriculum. Teaching is responsive to pupils' different learning styles and takes account of pupils' cultural backgrounds and linguistic needs. Teachers take positive steps to include all groups or individuals. Pupil grouping in the classroom is planned and varied. Allocations to teaching groups are kept under continual review and are analysed by ethnicity, gender, SEND and social background. Teaching

styles include collaborative learning so that pupils appreciate the value of working together. All pupils are encouraged to question, discuss and collaborate in problem solving tasks. Teachers encourage pupils to become independent and to take responsibility for their own learning. Teachers challenge stereotypes and foster pupils' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities. Resources and displays reflect the experience and backgrounds of pupils, promote diversity and challenge stereotypes in all curriculum areas. They are reviewed regularly to ensure that they reflect the inclusive ethos of the school.

Assessment, Attainment and Progress

All pupils have the opportunity to achieve their highest standards. Baseline assessment is used appropriately for all pupils. The school ensures that assessment is as free of gender, cultural and social bias as possible, and that assessment methods are valid. The school monitors and analyses pupil performance by gender, ethnicity, SEND and those entitled to pupil premium and is therefore able to identify groups of pupils where there are patterns of underachievement. The school ensures that action is taken to counter this. Staff have high expectations of all pupils and they continually challenge them to extend their learning and achieve higher standards. The school recognises and values all forms of achievement. Self-assessment provides all pupils with opportunities to take responsibility for their own learning through regular reflection and feedback on progress. All pupils have full opportunities to demonstrate what they know, understand and can do and therefore, to benefit from assessment that summarises what they have learnt. Information from assessment is used to inform future learning. Staff use a range of methods and strategies to assess pupil progress.

Behaviour, Discipline and Exclusion

The school expects high standards of behaviour from all pupils. The school's procedures for disciplining pupils and managing behaviour are fair and applied equally to all. It is recognised that having a protected characteristic may affect behaviour. The school takes this into account when dealing with incidents of unacceptable behaviour. All staff operate consistent systems of rewards and discipline as stated within the school's behaviour policy. Pupils, staff, parents and members are aware of procedures for dealing with harassment. They know that any language or behaviour that is damaging to any minority group is always unacceptable.

Personal Development and Pastoral Care

Pastoral support takes account of differences, and the experiences and needs of all individuals. Appropriate support is given to victims of harassment and intolerant behaviour, using the support of external agencies where appropriate. The perpetrators are dealt with in accordance with school policies and provided with relevant support to consider and modify their behaviour.

Preventing Extremism and Radicalisation

When operating this policy Demetae Academy uses the following definition of extremism, which is: 'Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs; and/or calls for the death of members of our armed forces, whether in this country or overseas'.

British Values

At Demetae Academy, we take very seriously our responsibility to prepare children for life in modern Britain. We value the ethnic backgrounds of all pupils and families and undertake a variety of events and lessons to celebrate and explore these alongside other cultures in our country. We ensure that the fundamental British Values are introduced, discussed and lived out through the ethos and work of the school. All curriculum areas provide a vehicle for furthering understanding of these concepts. Our cross-curricular approach provides excellent opportunities to deepen and develop understanding, developing the spiritual, moral, social and cultural education of our children. The school makes considerable efforts to ensure children have exposure to a wide experience beyond their local community during which these concepts are shown, through for example, sporting events, a range of visits and use of outdoor education centres. Their strong rooted values-based understanding gives them an excellent platform for embracing difference. At Demetae, we value the voice of the child and promote democratic processes such as our school council whose members are voted for by the children. Ideas and events are planned and discussed with a chance for debate and putting forward points of view.

Children are given responsibility to lead other children in games and activities so that they are fully involved in all aspects of school life. We expect all our children to be good role models for each other, which is encouraged through high expectations of behaviour. At Demetae, we provide a broad and balanced curriculum, delivered by skilled professionals, so that our learners are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalised. Any prejudice, discrimination or extremist views, including derogatory language, displayed by learners or staff will always be challenged and where appropriate dealt with. Our school will closely follow any locally agreed procedure as set out by

the Local Authority and/or Staffordshire's Safeguarding Children's Boards agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation. At Demetae, we promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage learners to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our learners safe and prepare them for life in modern multicultural Britain and globally.

Admissions and Attendance

The admissions process is monitored to ensure that it is administered fairly and consistently to all pupils, so that pupils from particular groups are not disadvantaged. Comprehensive information about pupils' ethnicity, first language, religion, physical needs, diet etc. is included in all admission forms. The school and families are aware of rights and responsibilities in relation to pupil attendance and absence is always followed up by appropriate personnel who are aware of community issues. Provision would be made for leave of absences for religious observance that includes staff as well as pupils. Provision would be made for pupils on extended leave so that they are able to continue with their learning. Partnership with Parents in the Community Progress reports to parents are accessible and appropriate, in order to ensure that all parents have the opportunity to participate in the dialogue. All parents are encouraged to participate at all levels in the full life of the school. The school works in partnership with parents and the community to develop positive attitudes to diversity and to address specific incidents. Meetings for parents are made accessible for all. Parental involvement is monitored to ensure the participation of all groups. The school's premises and facilities are equally available and accessible for use by all groups within the community.

5. Responsibilities

The Headteacher will ensure that the school complies with all relevant equalities' legislation. The Headteacher will ensure that the policy and related procedures and strategies are implemented. The Headteacher will ensure that all staff members are aware of their responsibilities under the policy.

6. Monitoring and Review

This policy will be regularly monitored and reviewed to ensure that it does not disadvantage particular sections of the community.