

Padgate Academy

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Principal: Mr A McMillan MR

2022-2023

Equality, Diversity And inclusion



**PADGATE
ACADEMY**



Here at Padgate we welcome our duties under the Equality Act 2010 and are committed to support our community by supporting an environment in which each individual has complete equality of opportunities.

The school's general equality duties:

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

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.

The Protected Characteristics

The equality act came into force in 2010, it covers everyone in Britain and protects them from harassment and victimisation. Everyone in Britain is protected. This is because the Equality Act protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine Protected Characteristics:

- **Age**
- **Disability**
- **Gender reassignment**
- **Race**
- **Religion or belief**
- **Marriage or civil partnership**
- **Sex**
- **Sexual orientation**
- **Pregnancy and maternity**



We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for students and staff.

Padgate Academy is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Through our personal development curriculum and tutor time we cover all aspects of the protected characteristics, here are some examples of how they are actively promoted.

- Conscious role modelling by all adults in the school community
- Active engagement and communication with parents and carers
- Assemblies, visitors, events and speakers
- Tutor time and LYFTA discussions on equality, diversity and inclusion
- Personal development lessons; RSE, PSHE, Citizenship, British Values, SMSC
- Religious Education and subject curriculum lessons
- Sporting, art and cultural events, competitions, educational visits and trips
- Student voice with diverse range of students
- Developing links with local, national communities
- CAS extra-curricular activities, after-school clubs
- Fundraising and charity work
- Make any required reasonable adjustments.

In order to meet our equality duty, we are required to publish equality Information about how our policies and practices affect those with protected characteristics. To this end we have conducted an equality characteristics aims analysis to assess and demonstrate our compliance with our Equality Duty. A copy of this can be found in on the website along with our equality and diversity policy.



Protected Characteristic	Aim	Implementation	Who it impacts
RACE	Ensure that the Academy EDI policy is embedded across the school and followed by all stakeholders.	Policy ratified by governors and read by all staff on lamcompliant. Share aims on website for community members.	Students/Staff/Parents/Governors/ Stake Holders/Community members aware of aim and intent and the protected characteristics.
	Ensure that students in all year groups cover race and equality issues in PD and assemblies on a regular basis.	PD curriculum includes protected characteristics. Assemblies in place for whole year covering race/protected characteristics	
	Staff training and development opportunities	All staff training via National College to gain certificate in Equality, diversity and inclusion.	
	Ensure incidents of racially motivated bullying are dealt with effectively.	Robust tracking of racially motivated incidents.	
	Ensure that the school's Admissions policy reflects our inclusive approach to equality and diversity.	Admission policy available for all (see website).	



DISABILITY	Review the Academy accessibility plan (on-going basis), ensuring that the facilities manager, PL's, SENCO are consulted.	Adjustments are made accordingly. Policy reviewed and updated 2022-2023.	All Students/Staff/Parents/Governors/ Stake Holders/Community members/Visitors/Prospective students feel safe and are not discriminated against due to any disability.
	Ensure all parents and carers are catered for in an inclusive environment.	Name change from parents evening to progress evening to ensure inclusive approach.	
	Ensure that any information about student disability is responded to by Pastoral Team SENCO team.	Edukey and student passports shared with all staff regarding student information. Friday briefings and CPD to support this.	
	Ensure that access arrangements for examinations are in place with exam boards.	HODs, teachers and exams officer to complete regular access arrangement feedback and monitoring.	
	Collect staff disability information during the recruitment process and ensure that staff are aware of the school's responsibility in this regard.	Recruitment process. All SLT completed safer recruitment training.	
	Staff training	INSET/CPD and updates throughout the academic year.	



SEX/GENDER/ SEXUAL IDENTITY	Ensure RSE compliant and all year groups have access to RSE - relevant to age and stage.	Spiral curriculum – LTP and resources available on staff share. Parental/Carer correspondence at start of Academic year.	Students and staff regardless of gender, is protected from sex discrimination. Ensuring all feel safe regardless of their sex, gender or identify.
	Ensure students are aware of range of different sexual identities and how to accept.	PD curriculum/posters and displays to offer support and signposting help. Assemblies planned to boost awareness.	
	Ensure that issues surrounding transgender students are handled sensitively.	DSL has completed relevant training. Student voice/safe space group.	
	Staff training	RSE training – National College Termly staff briefing and update on PD sessions	
	Student leadership group to represent diverse range of students	Student voice to be developed and EDI student group developed	
RELIGION AND BELIEF	Expect all stakeholders to respect the religious observations of others in the Academy context.	Any incidents of discrimination with roots in religion/belief are minimal and acted upon appropriately. Dates and times of observances are considered by all.	Students/Staff/Parents/Governors/ Stake Holders/Community members/Visitors are protected and not discriminated against a range of religions, beliefs and faith.



	Promote range of diverse religion, faith and origin of staff and students	Assemblies and PD in place. RE curriculum meets requirements. Provide safe space for prayer and reflection.	
AGE	Ensure that all aspects of employment law are applied and that no-one is discriminated against age	During application process date of birth is removed.	Staff - Zero incidents of age discrimination
MARITAL STATUS	Ensure that all aspects of employment law are applied and that no-one is discriminated against age	During application process date of birth is removed.	Staff - Zero incidents of marital status discrimination
PREGNANCY/ MATERNITY	Ensure that all aspects of employment law are applied when supporting staff during periods of pregnancy, paternity/maternity	Support for all through risk assessments by LM and TCAT support.	Staff - Zero incidents of pregnancy/maternity discrimination