



EQUALITY OBJECTIVES AND PUBLIC SECTOR EQUALITY DUTY

Appendix 1 and 2

Formerly 'Equality and Diversity Policy'

See also:

Accessibility Plan

Document Control

Description	By Whom	Date
Established	TM	15.04.2015
Reviewed		July 2019
Approved by Trustees	P. Makin (Chair)	31.07.2019
Full Review	J. Hainsworth (DoE)	July 2023
Approved by Trustees	A. McCully (Chair)	November 2023
Full Review		July 2027

Chief Executive: Mr Antony Hughes

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Example Annex 1 – Data (Updated Annually)

On roll	
<i>Year N up to Year 6</i>	239
Gender	
Girls	51.4%
Boys	48.6%
SEN	
<i>% SEN</i>	16.3%
Disadvantaged	25.5%



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Ethnicity	
Bangladeshi	0.4%
White British	56.4%
White/Asian	0.5%
White/Black Caribbean	5.4%
Indian	5.0%
Pakistani	2.5%
Black African	4.6%
Black Caribbean	0.2%
Any other Asian Background	2.5%
Any other Black Background	1.2%
Any other ethnic group	1.7%
Any other mixed background	1.4%
Any other white background	0.5%
Gypsy/Roma	0.2%
Other Gypsy/Roma	1%
Roma	3.1%

First Language	
English	71%
EAL	29%
No. of languages spoken	29

LAC	5
PLAC	0

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Annex 2 – How does Hackwood Primary Academy apply this policy within its context?

The overarching culture at our academy is that we celebrate our differences and recognise diversity. Our approach is one based upon mutual respect; developing understanding of other and their beliefs. We remain sensitive to our individual community and therefore apply this policy in context. Below are examples of how this is applied:

All pupils fully access the opportunities provided through the Harmony Pledge; we strive to ensure that all pupils meet the 10 pledges throughout their time at Hackwood while developing the character competencies.

Age

All children are included in all experiences and opportunities. Regardless of age children have access to opportunities outside of the taught curriculum e.g. sports clubs.

Disability

The academy is conscious that it represents seen and unseen disabilities through the media presented and the discussions held that we use including texts within the classroom.

Race

We specifically teach children that this encompasses colour, nationality, and ethnic or national origins, challenging the stereotypes of the community. We are always aware of the type of media we present and make sure all children are represented. Woven through the entire curriculum rather than one off events.

Gender reassignment

Our PSHE curriculum recognises this as a sensitive subject. Staff are aware and trained to deal with these matters and can communicate as necessary. Children are taught about trusted adults and how to communicate thoughts to them appropriately. Staff are trained to support and signpost children about their thoughts, feelings and emotions.

Marriage & Civil Partnership

Children are taught about Healthy Relationships and that marriage and civil partnerships may be a part of that. From Y1 children are taught about weddings and different religious beliefs around weddings including civil partnerships. Through our PSHE curriculum we focus on the different types of relationships including blended families, same sex marriage and single parents. Staff make children aware and share ideas around the term 'family' and show that this can come in many different forms.

Maternity and pregnancy

Children are taught about pregnancy through the RHE / Science / RHE curriculum, they understand puberty and the changes to the human body both physically and emotionally during pregnancy. Children who may have pregnancy within the family or become new siblings are emotionally supported by the academy staff, knowing this can be a turbulent time within families.

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Religion or belief

This covers all faith with a structure and belief system which has weighty and substantial influence on human life and behaviour. Those of no faith are also covered.

This is taught through our R.E curriculum with a wide range of faiths and beliefs covered. The Oldham RE syllabus forms the basis for this teaching and is matched to the faiths and beliefs within our surrounding communities.

Sex

We strive to ensure that equal opportunities are available for all children in the academy both boys and girls e.g. Mixed sports clubs. We challenge gender stereotypes within our curriculum for example STEAM – Women in Science, Engineering, Arts and Maths. We foster children’s talents and skills regardless of their gender.

Sexual orientation

This is broached gently due to the age of our children. All types of relationships and families are represented within our curriculum. The PSHE curriculum specifically teaches about different types of families. We ensure that books, media, teaching resources represent different types of families and relationships.

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