



Springwell
Alternative
Academies



Equality Objectives

The public sector Equality Duty (PSED) came into force in April 2011 and requires organisations to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations.

The duty has a key role to play in making sure that fairness is at the heart of public bodies' work and that public services meet the needs of different groups.

The general equality duty

Section 149(1) of the Equality Act 2010 puts various requirements on academies when exercising their functions. The general duty requires academies to have due regard to:

- eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Having "due regard" means consciously thinking about the three aims of the PSED as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by academies, such as:

- how they act as employers
- how they develop, evaluate and review policy
- how they design, deliver and evaluate services
- how they commission and procure from others.

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At Springwell Learning Community Lincolnshire we have agreed the following equality objectives:

- All pupils will have personalised curriculum offer built around their individual pathway and specific needs;
- Staff will ensure that all pupils are able to take part in structured activities, enrichment activities and trips/visits, and the school will ensure no one is disadvantaged on the grounds of a protected characteristic;
- The school will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with in line with our policies;
- The school will have a Relationship policy which will be consistently followed by all adults in school
- The school will take all necessary steps to understand and meet pupils' needs (prioritising based on their pathway) to allow our pupils to participate as fully as possible in the activities of the school;
- The school will plan for curriculum opportunities and events/visitors to raise awareness of equality and diversity;
- The school will consult with stakeholders, i.e. pupils, parents/carers, staff and relevant community groups, to review equality objectives. These equality objectives will be reviewed annually;
- Bullying will be carefully monitored, logged and dealt with accordingly. Regular training and reminders will ensure that staff are aware of the process for reporting and following up incidents of bullying.

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