



Equality Objectives Policy

The Positive Impact Group

Effective Date

June 2026

Review Date

June 2027



Principles

Nuneaton and Bedworth District has the highest levels of deprivation within Warwickshire, and the Lower Level Super-Output Area (LSOA) within which The Positive Impact Primary Academy is located is within the top 10 most deprived LSOAs nationally. This means that there is a high level of economic need within the area around the school. Ethnic groups are represented within the setting, and there is similarly wide-ranging representation from a number of different faiths.

Our setting aims to create an environment where individuals feel confident and at ease by:

- Being respectful
- Always treating other members of the school community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum
- Encouraging compassion and open-mindedness

Legislation and Guidance

- The Positive Impact Group has obligations under the Public Sector Equality Duty (PSED) (as set out in the Equality Act 2010) to have due regard to the need to: Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics between people who share a protected characteristic and people who do not share it.

The protected characteristics within the Equality Act 2010 are: Sex; Race; Disability; Religion or belief; Sexual orientation; Gender reassignment; Pregnancy or maternity.

Roles and Responsibilities

The Head will:

- Promote knowledge and understanding of the equality objectives among staff and pupils.
- Monitor success in achieving the objectives.

All school staff:

- Are expected to have regard to this document and to work to achieve the objectives.

Eliminating Discrimination, Harassment and Victimisation

We will not discriminate against, harass or victimise any pupil, prospective pupil, member of staff or any other member of the school community because of any protected characteristic. We will not tolerate any prejudice-related discrimination, whether direct or indirect, and will treat any such incidents with the utmost seriousness.

All within the Positive Impact Group will challenge any type of discriminatory and/or bullying behaviour. We will explore concepts and issues relating to identity and equality throughout our curriculum and co-curricular activities.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

Advancing Equality of Opportunity

Our setting aims to advance equality of opportunity by:

- Removing or minimising the disadvantages suffered by people who are connected to a particular characteristic they have.
- Taking steps to meet the particular needs of people who have a particular characteristic.

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- Encouraging people who have a particular characteristic to participate fully in any activities.

We will therefore:

- Collate and regularly analyse information (e.g. safeguarding, behaviour, attendance and attainment data) related to specific groups within the school community to identify any trends or patterns, and ensure that appropriate steps are taken to address any issues identified.

Fostering Good Relations

The Positive Impact Primary Academy instils in its pupils the importance of making a positive impact in the world by showing empathy, respect and compassion to all. It is an intrinsic part of the education we provide our children, using the POSITIVE values to underpin the activities of the setting. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. This challenge will be delivered in a way that prevents discrimination, instead promoting inclusive attitudes.

The Positive Impact Primary Academy recognises the importance of the use of language and high-quality resources in setting a tone and culture within the school. We ensure that staff, children and resources:

- Use appropriate and accurate language referring to particular groups or individuals.
- Do not consciously offend, transmit or reinforce negative stereotypes.
- Use their words to lift others up, not pull each other down.
- Reflect the reality of an ethnically and culturally diverse society and challenge negative stereotypes.
- Provide balance to discussions.
- Are accessible

Equality Considerations in Decision-Making

The Positive Impact Group ensures it has due regard to equality considerations whenever significant decisions are made.

The setting always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

Equality Objectives

1. Increase understanding of the Equality Act amongst staff and instil an awareness of the impact of their actions in relation to meeting our equality aims.
2. Undertake an analysis of attainment data and trends with regard to race, gender and disability by July.
3. Adopt and implement an anti-racism approach.

This policy is reviewed annually.

Overall responsibility lies with the Director, who liaises with the Senior Leadership Team to ensure a robust and sustainable model of Leadership.

Signed by Director



James Armson