



# Wigston Academies Trust

## COMPLIANCE WITH PUBLIC SECTOR EQUALITY DUTY FOR WIGSTON ACADEMY

<b>DATE APPROVED:</b>	15 <sup>th</sup> December 2021
<b>APPROVED BY:</b>	Executive Headteacher
<b>REVIEW FREQUENCY:</b>	Every three years
<b>DATE FOR REVIEW:</b>	December 2024

Signed by Executive Headteacher:

A handwritten signature in blue ink, which appears to read 'Mara Mitchell'.

Date: 15<sup>th</sup> December 2021

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As part of our Academy's commitment to its equality objectives, we continue to work on:

### **Eliminating discrimination**

- Issues of equality and discrimination feature heavily in the revised PSHCE and RSE programme which is delivered to all year groups as a dedicated lesson.
- Global Citizenship has now been embedded into the timetable and is taught to KS3 students twice per fortnight. This also deals with equality and discrimination which means that our youngest students are now considering these issues early on and for a significant proportion of their learning.
- Students who are guilty of abusive acts towards those who have protected characteristics (eg LGBTQ+ or BAME students) are excluded as an example to others and, where appropriate, counselled after the event to reduce the likelihood of a repeat incident.

### **Improving equality of opportunity for people with protected characteristics**

- The Academy continues to track the progress of all students and this includes groups of students with protected characteristics. Current tracking is now more robust than what we had in place in the past, and also leads to timely and targeted intervention for vulnerable students which could include one sex or the other, or specific ethnic groups.
- The Trust has a dedicated HR manager and this has ensured that equal opportunities policies and procedures remain a key part of the staff recruitment process.
- The Academy now has procedures in place to support any students that become pregnant during their time in education.
- Student Government is increasingly active in the school and part of their remit is to ensure that students have a fair deal. Many of the protected characteristics have been represented by individuals that have made up the Student Government. This is not due to any type of quota system but through a democratic system that relies on other students' tolerance and open-mindedness (see Eliminating Discrimination).
- The Trust's Senior Leadership team has changed significantly and has a genuine commitment to model and celebrate diversity.
- Much work has gone into ensuring trans students are able to make the transition smoothly and joyfully to a new identity.

### **Consulting and involving those affected by inequality**

- Parent and student surveys are now a prominent feature of the Academy's QA process and give both groups the opportunity to express concerns in this area as well as being explicitly asked about how fairly they are treated.

- Staff now complete annual questionnaire where they have the opportunity to express concerns in this area as well as being explicitly asked about how fairly they are treated.