

# Greenway Academy

## How Greenway Academy complies with the public sector equality duty

This document states how Greenway Academy aims to discharge its duties under the Equalities Act 2010 and reflects the objectives set out in the Equalities Statement

### Eliminating discrimination

- We take reasonable and necessary action to ensure pupils' needs are met by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling all pupils to take as full a part as possible in all the activities of the school.
- We make reasonable adjustments to ensure the school environment and its activities are as accessible and as welcoming as possible for pupils, staff and visitors to the school.
- We are committed to ensuring staff with a disability have equal opportunity.
- We actively encourage positive attitudes towards pupils and staff and expect everyone to treat others with dignity and respect.
- We regularly consider the ways in which our teaching and curriculum provision will help pupils understand and value the diversity that surrounds them and challenge prejudice and stereotyping.

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

- We monitor the progress and achievement of pupils by the relevant and appropriate protected characteristics and use this information to help ensure that individual pupils are achieving their potential, that the school is being inclusive in practice and that trends which inform the setting of our equality objectives are identified in the school improvement plan.
- We ensure that all pupils are able to take part in extra-curricular and residential visits and we will monitor the uptake of these to ensure no one is disadvantaged on the grounds of a protected characteristic.
- We collect and analyse information about protected characteristics in relation to staff recruitment, retention, training opportunities and promotions to ensure staff have equality of opportunity.
- We make reasonable adjustments for disabled staff.

### Consulting and involving those affected by inequality in the decisions your school or college takes to promote equality and eliminate discrimination (affected people could include parents, pupils, staff and members of the local community)

- We consult with stakeholders (pupils, parents/carers, staff and relevant community groups) to inform on protected groups and accessibility planning.
- The governing body will consider the policy and practice and how this meets the Public Sector Equality Duties (eliminates discrimination, advances equality and fosters good relations for all the protected characteristics) and will recommend changes/mitigations should it feel the policy and practice could be improved.

This document is reviewed and updated annually

Next review date December 2020