



St Edward's  
Church of England  
Academy

# Equality information and Objectives

Approved by Governors: October, 2017

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Statutory Policy

RECOGNISE • ENCOURAGE • STRIVE • PREPARE • EMPATHISE • CHRISTIAN • TEAMWORK



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## **The Vision for Education within a Church of England Academy**

There are fundamental reasons, rooted in the Bible, which have motivated centuries of Christian involvement in schooling in this country and around the world. The God of all creation is concerned with everything related to education.

There is a fresh articulation of the Church of England's vision for education as we meet the challenges and take the opportunities offered by the present situation. It is not simply for Church schools but, recognising the Church of England's involvement in education over many centuries, seeks to promote educational excellence everywhere, for everyone. In Church schools like St Edward's Church of England Academy, the deeply Christian foundation for this vision will be seen explicitly in teaching and learning both in RE and across the curriculum, and also in the authentically Christian worship and ethos. The Church's vision for education can be expressed and promoted as one of human flourishing that inspires what the school is and does.

The vision is deeply Christian, with the promise by Jesus of 'life in all its fullness' at its heart. This vision embraces the spiritual, physical, intellectual, emotional, moral and social development of children and young people. We offer a vision of human flourishing for all, one that embraces excellence and academic rigour, but set them in a wider framework. This is worked out theologically and educationally through four basic elements which permeate our vision for education:

- Wisdom
- Hope
- Community
- Dignity

The vision, in line with the Church of England's role as the established Church, is for the common good of the whole human community and its environment, whether national, regional or local. It is hospitable to diversity, respects freedom of religion and belief, and encourages others to contribute from the depths of their own traditions and understandings. It invites collaboration, alliances, negotiation of differences, and the forming of new settlements in order to serve the flourishing of a healthily plural society and democracy, together with a healthily plural educational system.



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## St Edward Church of England Ethos and Values

The ethos and values of St. Edward's Church of England Academy are based on the teachings of Jesus Christ and underpin everything that we are and do, which is encompassed in the word 'RESPECT'.

Each letter links to the Academy motto – *Learn for Life*

### ***'Learn for Life'***

- **R**ecognise and **E**ncourage - everyone's potential, individual skills and talents
- **S**trive to be the best we can be
- **P**repare for the challenges of life
- **E**mpathise - promoting the values of respect, kindness, compassion, fairness, forgiveness, love, honesty and trust
- **C**hristian – a community where we learn from the teachings of Jesus so that we can contribute to the family of St Edward's and beyond
- **T**eamwork – an environment where we work together so we can all achieve our potential



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## Equality Information and Objectives

St Edwards Church of England Academy is fully aware of the need for the Public Services Equality Duty (PSED) to pervade all of its activity, especially its policy making and its decision making.

St Edwards Church of England Academy ethos and values of RESPECT and the underpinnings of the Vision for Education from the Church of England is based on the aspiration to provide a high quality education experience **for all**.

The operation of the Academy is managed through a Scheme of Delegation, Relationships and Services which cascades responsibility from the Board of Directors right through to the Principal and then staff, pupils and the wider Academy community. The obligation to comply with the PSED and the Specific Duties Regulations is written into that scheme. Advice and guidance is available to all those undertaking these responsibilities – including the three aims of the PSED, on setting PSED objectives and on monitoring data collection and analysis to inform the exercise of the PSED, especially in terms of policy setting and decision-making.

St Edward's is conscious of the perpetual nature of the PSED and has sought to build mechanisms into its ways of working to ensure that the relevant considerations are always factored into decision-making and that policies are under constant review.

These mechanisms include:

- Equality and Diversity as a standing item on the Senior Leadership Team Meeting Agendas;
- Equality and Diversity considerations to be specifically considered and detailed at Governing body meetings;
- Equality and Diversity considerations to be specifically considered and detailed in each report to UCAT Local Governing Bodies (effective Autumn Term 2012);
- Ensuring that all employees are conversant with the PSED and how it relates to their role, with specific more detailed training available to relevant staff;
- The Governing body receives and considers an annual report for the Principal on progress towards achieving the Academy's PSED published objectives and any associated action plan;



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## **St Edwards Church of England Academy AIMS AND OBJECTIVES: 2017 - 2021**

### **Objective 1**

Aim

By 2018 all Governing Body Members and employees will receive adequate training in Equality and Diversity.

Expected Outcome:

Will increase staff's understanding of equality and its implications on a day-to-day basis, and in this way to reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act 2010.

### **Objective 2**

Aim

By 2016 to have taken positive steps to encourage applications for staff posts from people reflective of the diversity of the students and the communities from which they draw.

Expected Outcome:

An increasingly diverse leadership team drawn from across the Academy.

### **Objective 3**

Aim

Narrow the gap between boys and girls in terms of expected progress and achievement in English and maths

Outcome

From 2017 in each of our academies the gap narrows in terms of expected progress made by boys and girls to be less than the national average.



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#### **Objective 4**

##### **Aim**

Foster good relations and understanding between different communities both locally, nationally and internationally of pupils within the Academy

##### **Outcome**

By 2018 we can evidence a decrease in the number of reported incidents of bullying and discrimination.