



St Edward's
Church of England
Academy

Equality Information and Objectives

2021-2025

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. The vision is not simply for Church schools but, recognising the Church's involvement in education over many centuries, the Church of England 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, within 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 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



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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.

ST EDWARD'S CHURCH OF ENGLAND ACADEMY VISION, ETHOS AND VALUES

The Vision for Education at our Academy

At St Edward's Church of England Academy, we are commissioned to celebrate and support the talents and potential of all in our community (Matthew 28: 18-12). In our Academy, we are all journeying together in order to learn through faith, grow through hope and achieve through love (Corinthians 13:13), allowing all to live life in all its fullness (John 10:10).

We are an avowedly inclusive community where all are welcomed, supported and celebrated for all they are and for all they do. Our Academy is a place of and a space for flourishing and fulfilment because here...

...we are 10:10 people.

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 everything that we 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



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- **Empathise** – promoting the values of respect, kindness, compassion, fairness, forgiveness, love, honesty and trust
- **Christian** – a community where we learn from the teachings of Jesus so that we can contribute to the family of St Edward's and beyond
- **Teamwork** – an environment where we work together so we can all achieve our potential

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**. Specifically

- **Recognising** - that all in our Academy are valued and loved because they are made "Imago Dei" (Genesis 1:27)
- **Encourage** - everyone's potential, individual skills and talents (1 Peter 4:10)
- **Strive** - to be the best we can be (Philippians 4:13)
- **Prepare** - for the challenges of life (Luke 1:37)

The operation of the Academy is managed through a Scheme of Delegation, Relationships and Services which cascades responsibility from the Board of Trustees 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



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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 Board of Trustee meetings;
- Equality and Diversity considerations to be specifically considered and detailed in each report to the Board of Trustees
- 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 Board of Trustees receives and considers an annual report for the Principal on progress towards achieving the Academy's PSED published objectives and any associated action plan;

St Edwards Church of England Academy AIMS AND OBJECTIVES: 2021 - 2025

Objective 1

To ensure that all pupils have access to the full range of opportunities and experiences no matter of their gender, background, sexuality or financial situation.

Outcome:



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All pupils have access to a full range of opportunities and experiences. Information is collated to demonstrate both increased uptake by pupils in activities and the number, variety and inclusivity of activities on offer.

Objective 2:

To reduce the incidence of the use of homophobic, sexist and racist language by pupils in the school.

Outcome:

To eradicate the use of offensive language within the Academy and where it is used re-educate those who utilise such terms.

Objective 3:

To close gaps in attainment and achievement between pupils and all groups of pupils; especially boys and girls, pupils eligible for free-school meals, pupils with special educational needs and disabilities, looked after children and pupils from different heritage groups.

Outcome:

Gaps in both attainment and progress are reduced or closed across all key groups both against peers within the Academy and national benchmark information.

Objective 4:

To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially pupils with special educational needs.

Outcome:



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To increase the number pupils accessing extracurricular groups and societies specifically those who are from vulnerable and/or disadvantaged backgrounds or have Special Educational Needs.