

Equalities Policy

Equalities at George Spencer Academy

George Spencer Academy is committed to equality in both employment and education provision. We aim to ensure that students, parents, governors, employees, contractors, partners, clients and other stakeholders within the Academy community are treated fairly, and with dignity and respect. The Trust policy encompasses the following protected characteristics:

- Age
- Disability
- race, colour, nationality, ethnic or national origin
- sex (including transgender)
- gender reassignment or pregnancy and maternity
- religion or belief
- sexual orientation
- marriage and civil partnership (for employees)

The Academy also recognises that it is also unlawful to discriminate by association or perception, e.g. treating a student unfairly based on the Protected Characteristics of their parents or other family members. The academy follows the trust policy on each of these areas (found [here](#)). This is also supported by other policies such as anti-bullying (found [here](#)) and documentation relating to SEND (found [here](#)).

Equality in relation to student outcomes

We annually review the impact of all policies on the needs, entitlements and outcomes for students, staff and parents / carers from all characteristics mentioned above. We pay specific reference to the impact that any policy has on the attainment of students from different groups. We make regular assessments of students' learning and use this information to track learners' progress as they move through the Academy. As part of this process, we regularly monitor the performance of different groups to ensure that all groups of learners are making the best possible progress. We use this information to adjust future teaching and learning plans as necessary. Interventions are put in place to support groups of learners where the information suggests that progress is not as good as it should be. The Governing Body receives regular updates on student performance information. For students who may need additional financial support there is a dedicated Pupil Premium Coordinator in the academy and for those who require additional support there we have a dedicated SENCO.

Equality in other areas of the academy

As well as monitoring student performance information, we also regularly monitor a range of other information. This relates to:

- Exclusions
- Incidents of racism, disability, sexist/homophobic incidents and all forms of bullying and harassment
- Parental involvement / attendance at Progress evenings
- Attendance
- Student attitudes to self and Academy

Our monitoring activities enable us to identify any differences in student performance. This allows us to take appropriate action to meet the needs of specific groups and individuals and therefore set targets in our strategic plan, in order to make the necessary improvements.