Charlton Park Academy
Equality and Diversity Policy

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1. Statement of Intent & Statutory Context

Charlton Park Academy (CPA) is fully committed to ensuring equality of opportunity, celebrating diversity, and eliminating all forms of unlawful discrimination. This policy is anchored strictly within the modern legal framework of the Equality Act 2010, which consolidated and replaced all previous anti-discrimination laws (including the Race Relations Act, the Disability Discrimination Act, and the Gender Equality Duty). Standalone schemes are no longer operational; instead, this policy functions as our unified framework for statutory compliance across all academy life.

This policy works in direct conjunction with the academy's:

- Behaviour Policy
- Anti-Bullying Policy
- SEND Policy and Accessibility Plan
- Staff Code of Conduct

2. The Public Sector Equality Duty (PSED)

Under the Equality Act 2010, Charlton Park Academy is bound by the Public Sector Equality Duty (PSED). In the exercise of our functions, the Trust Board, Governors, and school leadership will have due regard to the absolute need to:

- Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

3. The 9 Protected Characteristics

Charlton Park Academy ensures that no student, staff member, parent/carer, or visitor is discriminated against, harassed, or disadvantaged based on any of the nine legally defined Protected Characteristics under UK law:

1. Age *(Applies as a protection for staff and visitors only)*
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership *(Applies as a protection for staff and visitors only)*
5. Pregnancy and Maternity
6. Race (including colour, nationality, and ethnic or national origin)
7. Religion or Belief
8. Sex
9. Sexual Orientation

4. Aims and Values

Charlton Park Academy is a welcoming, friendly, and inclusive school where everyone is valued highly and where tolerance, honesty, co-operation, and mutual respect for others are fostered. We seek to be a community that places learning at the centre of all its activities and a school that offers achievement, success, and recognition of worth to all its members.

We provide students with an awareness of the global dimension and a respect for other cultures. At Charlton Park Academy, we aim to actively tackle any form of discrimination and remove barriers to access, participation, attainment, and achievement. We will promote community cohesion at school, national, and global levels and implement all necessary actions in relation to ethnicity, religion or belief, and socio-economic background.

5. Reasonable Adjustments Framework

Charlton Park Academy is a specialized environment that recognizes that disabled students and staff members may face substantial barriers within education or employment. In accordance with the Equality Act 2010, the academy operates a proactive 'reasonable adjustments' duty. We will not wait for a barrier to be identified; we will actively anticipate needs.

For Students:

- The academy will implement reasonable adjustments to classroom environments, curriculum delivery, sensory provisions, and assessment methodologies to ensure disabled pupils are not placed at a substantial disadvantage compared to their peers.
- Where a student holds an Education, Health and Care Plan (EHCP), school leaders will ensure all specified statutory provisions are fully accessed, integrated, and funded.
- The cost of providing reasonable adjustments, specialized auxiliary aids, or adapted materials will be borne entirely by the academy/trust and will never be charged to parents or carers.

For Staff:

The academy will make comprehensive reasonable adjustments to working hours, physical environments, specialized equipment, and job descriptions to support the recruitment, retention, and professional development of disabled employees. Risk assessments and occupational health consultations will be triggered proactively by line managers.

6. Prejudice-Based Bullying & Harassment Protocols

Charlton Park Academy has a zero-tolerance policy for any form of bullying, harassment, or victimisation linked to a protected characteristic or perceived difference. In alignment with our Anti-Bullying Policy, any incident where a student or staff member is targeted due to their race, disability, religion, sex, sexual orientation, or gender identity is legally classified as prejudice-based bullying.

Reporting and Action Boundaries:

- Staff will never dismiss or downplay discriminatory comments, slurs, or exclusionary behaviours as "banter" or "horseplay". Every incident must be challenged immediately.

- All prejudice-based bullying incidents involving students must be formally recorded on Behaviour Watch and cross-referenced into MyConcern so that the safeguarding team can identify patterns.

- The Principal will review data trends annually to check for systemic peer-on-peer abuse, group isolation, or cultural friction.
- Where prejudice-based harassment or threatening behaviour crosses the legal threshold into a hate crime or malicious communication, the academy will immediately pause internal procedures and refer the matter directly to the Local Authority and the Police.

7. Responsibilities

The Governing Body

The Governing Body is responsible for:

- The school's legal compliance with Equality and Diversity legislation and the PSED.
- Ensuring the school's implementation of an admissions policy which is fair, equitable, and compliant with the School Admissions Code.
- Formulating and publishing specific, measurable Equality Objectives every four years, and reviewing progress against those targets annually.

The Principal

It is the Principal's responsibility, in conjunction with the Senior Leadership Team, to:

- Implement the policy, its strategies, and operational procedures across all academy sites.
- Ensure that all staff receive appropriate, relevant, and updated Continuous Professional Development (CPD) regarding equality duties and unconscious bias.
- Actively challenge and take swift disciplinary action in any cases of discriminatory staff practice.
- Deal with any reported incidents of harassment or bullying in line with statutory guidance.

The Principal will report annually to the Governing Body on the school's compliance with the Equality and Diversity Policy.

All Staff

It is the responsibility of all staff to:

- Be vigilant in all areas of the school for any type of harassment, bias, or bullying.
- Promote an inclusive curriculum and a whole-school ethos which reflects our diverse society, challenges stereotyping, and actively deconstructs bias.
- Promote equality and good relations, ensuring they never discriminate on the grounds of any protected characteristic.
- Keep up to date with equality legislation by attending mandatory training.

8. Linguistic & Communication Diversity

We recognise and celebrate linguistic diversity in British society. At Charlton Park Academy, we are committed to providing robust bilingual, augmented, and specialized alternative communication support for students who are in the early stages of learning English or who face speech, language, and communication challenges.

9. Religious Observance

We respect the religious beliefs and practices of all students, staff, and parents/carers. The academy will comply with all reasonable requests relating to religious observance,

dietary restrictions, and holiday observations, provided requests are submitted in writing to the Principal in advance.

10. Monitoring, Data Analysis, and Publication

To ensure compliance with our statutory PSED publication duties:

- The academy will actively use internal data to monitor and evaluate the attainment, progress, attendance, and exclusion rates of students broken down by gender, special educational need (SEN), Free School Meals (FSM) status, and ethnic group.
- The results of these review and evaluation procedures will directly inform the academy's strategic target setting and school improvement objectives.
- The academy will publish equality compliance data on the school website annually to demonstrate transparently how we are meeting our PSED obligations to the wider community.