



Equality Objectives



July 2023



Mission, Vision, Values and Ethos

Our Vision Statement:

The Halley Academy is a place of opportunity where respect, resilience, integrity and collaboration matter. We are a caring community where everyone feels safe, valued and empowered to explore, experience and achieve.

We are proud, articulate, confident, independent and equipped to take our place in wider society. As lifelong learners we develop our international mindedness and intercultural understanding. This is so that we are in a position to pursue our aspirations and interests as responsible members of a global society who respect and appreciate diversity.

Our Mission:

“Together we inspire, learn and achieve”

Our Values and Ethos:

At The Halley Academy, our values are the cornerstone of everything we do.

Respect

We expect everyone to take responsibility for their learning and be lifelong learners.

Achievement

We aspire to achieve our full potential in everything we do.

Collaboration

We enrich the experiences of all through our local, national and international partnerships. We do this by working together to achieve excellence.

Integrity

We embrace the opportunities we are presented with to show our strong moral principles, the IB learner profile and our respect and acceptance for others.

Resilience

We empower all to develop a ‘can do’ attitude and have confidence in their ability to progress in the face of challenges.

Background

The Halley Academy celebrates and values the diversity of its students and staff and is committed to equality of opportunity for all.

The Halley Academy resolves to eliminate discrimination or other unfair treatment against any of its staff, potential staff or users of its services. This is regardless of age, ethnicity, gender, marital status, family circumstances, responsibility for dependants, physical ability, race, religious beliefs, sexual orientation or offending background that does not create risk to children and vulnerable adults.

Subject to the overriding consideration of protecting children and vulnerable people, we will make every effort to prevent unfair discrimination against those with criminal records.

Demonstrating our commitment to students and staff (meeting our duties)

- Making and access to learning: The Halley Academy publicity and learner recruitment procedures will be designed to encourage applications from all sections of the community and from all levels of ability.
- The Halley Academy will ensure that admission procedures are user friendly and avoid unnecessary barriers to access for intending students.
- The Halley Academy will continue to identify and respond to learning needs within the community and will encourage widening participation from underrepresented, disadvantaged or excluded groups.
- Equal opportunities data will be collected, analysed and used to inform the planning and decision-making process of our Admissions policy.

The Learning Environment

The Halley Academy is committed to the development of learning environments that are welcoming and safe for all students.

The Halley Academy will continue to develop its facilities and accommodation to improve access for people with learning difficulties and/or disabilities.

Teaching and Learning

- All teaching staff will ensure that course delivery is free from bias, stereotyping and discrimination.
- Subject and small school staff will encourage students to explore issues of equal opportunities and diversity where such an opportunity exists within the curriculum.
- Raising awareness of equality and diversity issues will be a part of the induction programme for new students.
- Within its available resources, The Halley Academy will ensure that students with learning difficulties and/or disabilities receive appropriate additional support to meet individual learner needs.
- Curriculum teams will regularly review course design and delivery to meet the various learning needs and styles of students and to improve access to learning.
- The Halley Academy will ensure that the views and perceptions of students are included in the process of curriculum review and self-assessment and also curriculum development.

Staff Recruitment, Training and Development

- The Halley Academy embraces equal opportunities and diversity in all its aspects, and aims to employ a workforce that reflects, at every level, the community it serves by ensuring job advertisements are targeted at both mainstream and minority communities.
- The Halley Academy will treat all staff with respect and dignity, and seek to provide a working environment free from harassment, discrimination and victimisation. The Halley Academy will not tolerate any form of discriminatory behaviour against its staff, either from other staff, students,

parents/carers or members of the public.

- Through the provision of regular staff training and development of staff involved in recruitment and selection the Halley Academy will ensure that staff recruitment and selection procedures are open, consistently applied and free from bias, stereotyping and discrimination. Additionally, The Halley Academy will endeavour to ensure that reasonable adjustments are made to arrangements and premises to ensure both current and potential staff with disabilities have equality of access.
- The Halley Academy staff will have the opportunity for a performance development review and will have access to opportunities for training and development.
- The Halley Academy will ensure that, with regards to employment strategies, equality and diversity monitoring and analysis is carried out and informs The Halley Academy's planning and decision-making process, whereby initiatives such as positive action will be utilised where necessary.
- We will do our best to treat all staff and job applicants fairly in relation to all our employment policies and procedures and to meet any reasonable and appropriate additional needs they may have.
- We will give staff and job applicants access to the complaint procedures if they feel unfairly treated.

Implementation

As part of the implementation of this policy, diversity and equal opportunities awareness will be an essential part of staff induction, in-service training and ongoing development.

Responsibility for implementing the policy

The Principal and Trust Board have lead responsibility for implementing and monitoring this policy.

The Principal has responsibility for the strategic and operational development of this policy and for monitoring and regularly assessing how effectively it is being implemented across the Halley Academy.

All staff have a responsibility to promote and adhere to the policy; therefore, The Halley Academy has a range of additional policies to assist staff to embed the principles of diversity and equality of opportunity into all aspects of Halley Academy life.

To make our Equality and Diversity Policy fully effective we will:

- Actively promote it via all The Halley Academy's established communication links;
- Ensure the Equality and Diversity Policy is a working document;
- Regularly monitor and review all our job selection procedures and criteria and making changes to ensure unfair discrimination does not take place;
- Take appropriate action, using agreed procedures, if staff breach this policy;
- Provide training and guidance, particularly for Staff Support Services and line managers, to ensure they understand this policy and their legal responsibilities;
- Monitor recruitment and employment statistics to identify under-representation in order to successfully implement this policy equality and diversity awareness will be an essential part of staff induction, in-service training and staff ongoing professional development.