



Wigston Academies Trust

COMPLIANCE WITH PUBLIC SECTOR EQUALITY DUTY – ANNUAL REPORT FOR WIGSTON ACADEMY

DATE APPROVED:	October 2019
APPROVED BY:	Executive Headteacher
REVIEW FREQUENCY:	Annually
DATE FOR REVIEW:	October 2020

Signed by Executive Headteacher:

Date:

21st November 2019

As part of our Academy's commitment to its equality objectives, we continue to work on;

Eliminating discrimination

- Issues of equality and discrimination feature heavily in the revised PSHCE programme which is delivered to all year groups as a dedicated lesson.
- Global Citizenship has now been embedded into the timetable and is taught to KS3 students twice per fortnight. This also deals with equality and discrimination which means that our youngest students are now considering these issues early on and for a significant proportion of their learning.
- Students who are guilty of homophobic or racist acts are excluded as an example to others and, where appropriate, counselled after the event to reduce the likelihood of a repeat incident.

Improving equality of opportunity for people with protected characteristics

- The Academy continues to track the progress of all students and this includes groups of students with protected characteristics. Current tracking is now more robust than what we had in place in the past, and also leads to timely and targeted intervention for vulnerable students which could include one sex or the other, or specific ethnic groups.
- The Academy has a mentoring programme for black male students using its own staff (from that ethnic groups) to act as role models for a potentially vulnerable group of students.
- The Trust has a dedicated HR manager and this has ensured that equal opportunities policies and procedures remain a key part of the staff recruitment process.
- The Academy now has procedures in place to support any students that become pregnant during their time in education. Drawing on expertise from staff who were originally based at the College site, the Academy is now ready and prepared to deal with such issues given its expansion into KS4.
- The Student Government is increasingly active in the school and part of their remit is to ensure that students have a fair deal. Many of the protected characteristics have been represented by individuals that have made up the Student Government. This is not due to any type of quota system but through a democratic system that relies on other students' tolerance and open-mindedness (see Eliminating Discrimination).
- The Trust's Senior Leadership team has changed significantly and has a genuine commitment to model and celebrate diversity.

Consulting and involving those affected by inequality

- Parent and student surveys are now a prominent feature of the Academy's QA process and give both groups the opportunity to express concerns in this area as well as being explicated asked about how fairly they are treated.

- Staff now complete annual questionnaire where they have the opportunity to express concerns in this area as well as being explicitly asked about how fairly they are treated.
- There is a named point of contact on the Academy website for stakeholders to share their ideas (and concerns) about how equality issues are dealt with.

MBL Oct 2019