

EQUALITY INFORMATION AND OBJECTIVES STATEMENT

Aspire - Collaborate - Explore

'Together we learn – United we achieve'



Equality Information and Objectives Statement 2025-29

TOWNVILLE ACADEMY
Head teacher: Caroline Burden

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Review date: December 2026



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Legislation

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- *Eliminate discrimination;*
- *Advance equality of opportunity; and*
- *Foster good relations.*

Townville Academy and Accomplish Trust fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- *Age*
- *Disability*
- *Race, colour, nationality, ethnic or national origin*
- *Sex (including transgender)*
- *Gender reassignment*
- *Maternity and pregnancy*
- *Religion and belief*
- *Sexual orientation*
- *Marriage and civil partnership (for employees).*

Equality Objectives (2022–2026)

The Academy has identified the following equality objectives to meet its duties under the Equality Act 2010.

Objective 1

Promote positive attitudes to diversity and foster respectful relationships through the curriculum, wider Academy life and the Academy's values.

Objective 2

Ensure that pupils from all groups and backgrounds make progress at least in line with their peers, with a focus on identifying and reducing any gaps in attainment in English and Mathematics.

Objective 3

Maintain a culture where all pupils feel valued, respected and supported, enabling them to develop confidence, wellbeing and informed life choices.

Objective 4

Use the PSHE and RSHE curriculum to teach equality, respect and tolerance in an age-appropriate way, supporting pupils to understand differences and challenge stereotypes.

How we are meeting these objectives

The primary aim of Townville Academy is to enable all pupils to take part as fully as possible in every part of school life by developing each child's self-confidence, recognising their strengths and encouraging them to achieve their full potential.

Townville Academy demonstrates its commitment to equality through the following actions:

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1. *Equality Information and Objectives are published and reviewed on the Academy website in line with statutory requirements.*
2. *Curriculum planning includes opportunities to explore a range of religions, cultures and beliefs, supported by whole-school focus events and displays.*
3. *Displays across the Academy, including science and topic displays, reflect people of different ethnicities, genders, abilities and roles, challenging stereotypes.*
4. *Curriculum planning is designed to celebrate diversity, promote inclusion and support respect within the Academy community. Including activities such as the study of Boccia in PE and the challenging of stereotypes through our Aspirations week.*
5. *Assemblies which seek to develop pupils' awareness and understanding of the contributions and achievements of others who represent all aspects of our society and challenge stereotypes, including but not limited to:*
 - *Tanni Grey-Thompson, Paralympic gold medal winner*
 - *Nicola Adams, Olympic gold medal winner*
 - *John Kent, Britain's first black policeman.*
6. *Visitors and role models are planned to reflect diversity and inspire pupils, including but not limited to:*
 - *Parents and staff sharing religious beliefs and practices*
 - *Volunteers and individuals with lived experiences (e.g. those living with MND)*
 - *STEM professionals from a range of backgrounds*
7. *Bullying and Prejudice Related Incidents will be carefully monitored and dealt with effectively. Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.*
8. *Regular review of our accessibility plans.*

Roles and Responsibilities

- *The Academy is responsible for implementing equality objectives in day-to-day practice.*
- *The Local Governing Body monitors progress towards the objectives.*
- *Accomplish MAT provides strategic oversight and ensures compliance with statutory duties across the Trust.*

Monitoring and Review

Equality information is reviewed annually, and equality objectives are reviewed at least every four years. Progress towards objectives is monitored by senior leaders and the Local Governing Body and reported through Trust governance structures.