Equality Information and Objectives Policy

November 2026

Update due November 2027

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1. Aims

Physis Academy aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share a relevant protected characteristic
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Physis Academy aims to promote respect for difference and diversity in accordance with our values of inclusivity, respect, and excellence in education for all our pupils.

2. Legislation and Guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools, the technical guidance for schools from the Equality and Human Rights Commission and guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty.

This document also complies with our funding agreement and articles of association.

3. Roles and Responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents/carers
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives daily to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Have "due regard" when deciding or taking an action to whether it may have particular implications for people with protected characteristics

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section

4. Eliminating Discrimination

Physis Academy is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting, it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

Given our small size, we ensure that all staff members are fully aware of their responsibilities and maintain a culture of vigilance regarding equality issues. Any concerns are addressed immediately with the headteacher.

5. Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, Physis Academy aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have
- Taking steps to meet the needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the school will:

- Analyse attainment data for all pupils to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Publish further data about any issues associated with protected characteristics, identifying any issues which could affect our own pupils

Note: Given our very small pupil cohort, we will ensure that any published data protects individual pupil confidentiality. Where necessary, we will provide narrative descriptions rather than statistical data to maintain anonymity.

6. Fostering Good Relations

Physis Academy aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas
- Making pupils aware of our behaviour and anti-bullying policies

- Holding assemblies dealing with relevant issues
- Working with our local community in Whitchurch. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality Considerations in Decision-Making

Physis Academy ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

The school always considers the impact of significant decisions on groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality Objectives

As a school, we are required to publish equality information every year and report on at least 1 equality objective once every 4 years.

Given Physis Academy's context as a small school, our equality objectives are:

Objective 1: Ensure Individualised Support for All Pupils

Objective: Ensure that every pupil at Physis Academy has a personalised learning plan that addresses any needs related to protected characteristics by September 2026, with reviews termly.

Why we have chosen this objective:
With our small cohort, we can provide highly individualised support. This objective ensures we proactively identify and address any barriers to learning or participation related to protected characteristics.

To achieve this objective, we plan to:

- Conduct individual meetings with each pupil and their parents/carers to identify any specific needs
- Document any reasonable adjustments or support strategies required
- Review and update plans termly
- Train all staff on implementing individualised support effectively

Progress we are making towards this objective:
We are implementing a new process for compiling individual learning plans and these will then be review termly or when a change in circumstances or level of need is identified.

Objective 2: Embed Equality and Diversity Throughout the Curriculum

Objective: By July 2027, ensure that equality and diversity themes are explicitly embedded across all curriculum areas, with pupils demonstrating understanding and respect for all protected characteristics.

Why we have chosen this objective:
To prepare our pupils to be respectful, informed citizens who understand and celebrate diversity in the wider community.

To achieve this objective, we plan to:

- Audit current curriculum content for representation of diverse groups
- Integrate diverse perspectives, authors, and historical figures across subjects
- Use age-appropriate resources that reflect different cultures, religions, family structures, and abilities
- Monitor pupil understanding through discussions and assessments

Progress we are making towards this objective:
We are auditing our curriculum to ensure that we have a representative spread of resources.

Objective 3: Strengthen Community Links to Promote Understanding

Objective: Establish at least 3 partnerships with local community groups or organisations in the local area by July 2027 that support pupils' understanding of equality and diversity.

Why we have chosen this objective:
To provide real-world connections and experiences that broaden our pupils' understanding of different communities and protected characteristics.

To achieve this objective, we plan to:

- Identify relevant local organisations (faith groups, disability support organisations, cultural groups)
- Arrange visits, guest speakers, or collaborative projects
- Document pupil learning and feedback from these experiences
- Evaluate the impact on pupils' attitudes and understanding

Progress we are making towards this objective:
We have begun to forge working relationships with some local businesses who visit us in school and who we have visited outside of school.

9. Monitoring Arrangements

The governing board will update the equality information we publish at least every year.

School-specific equality objectives will be reviewed by the governing board at least every 4 years.

This document will be reviewed by the governing board annually, to ensure continued compliance with the PSED.

This document will be approved by the governing board.

10. Links with Other Policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEN information report
- SEND policy

Additional related policies at Physis Academy include:

- Positive behaviour policy
- Anti-bullying policy
- Safeguarding and child protection policy
- Admissions policy
- Curriculum policy

Signatures	
Headteacher:	
Chair of Governors:	