



Queen  
Elizabeth's  
— ACADEMY —

# Appendix to Single Equality Policy September 2021

*Office use*

Published:	Next review:	Statutory/non:	Lead:
September 2021	September 2022	Statutory	KWT, QEA
<b>Associated documents:</b>			
DAT Single Equality Policy February 2018 Special Educational Needs and Disability Code of Practice 0 – 25 years (2015) The Equality Act 2010 DAT – SEND policy			
<b>Links to:</b>			
<a href="https://www.diverseacademies.org.uk/wp-content/uploads/sites/25/2018/08/Single-Equality.pdf">https://www.diverseacademies.org.uk/wp-content/uploads/sites/25/2018/08/Single-Equality.pdf</a>			

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## **Learning and Loving Together Forever.**

Inspired by Luke 10:29 – 37 we give our all to all in appreciation to God who gave his all in Jesus, offering learning without boundaries and care without limits so that all our students can experience life in all its fullness.

These protocols will ensure that our students receive the support, both from within school and outside of school, that they rightly deserve. Allowing our students to flourish, be safe, and be respected in a secure and nurturing environment that promotes togetherness, truthfulness and empathy.

### **1. Executive Summary**

Queen Elizabeth's Academy uphold all aspects of the DALP Single Equality Policy, but the following are specific to our academy. Students, staff and visitors to the academy are included regardless of their disability, race, sex or religion and the academy works hard to ensure that our commitment to equality of opportunity is pursued through every interaction.

### **2. Responsibility for implementing the policy**

- 2.1 All staff are responsible for ensuring that the policy is 'lived' but the named person responsible for reviewing the policy is Kimberley Willmot- Principal

### **3. Supporting all members of our community**

- 3.1 LGBTQ Champion – Mrs I Cotterill – Izzy is responsible for ensuring that our LGBTQ community have a voice within the academy, and a safe space to meet and discuss common issues. She is also responsible for ensuring that the academy as a whole develop their understanding of the LGBTQ community to improve cohesion and inclusion.

We have a uni-sex bathroom which is available for members of the academy community who would prefer to use it.

Consideration is taken of students' preferred name and this is amended on sims where preferred in conjunction and agreement with family.

- 3.2 Mobility aides, disabled parking spaces and learning aides are used where useful.
- 3.3 Uniform and staff dress policies give the opportunity for people to dress according to their preferred sex without hindrance.

### **4. Religious Observance**

- 4.1 We have a chapel which can be used for reflection and prayer for any religious person, or for contemplation by any person of no faith.

4.2 We provide prayer space for students who would like to pray during the academy day. We take account of religious festivals such as Ramadan and ensure that any students who are fasting have space to rest and recuperate.

4.3 Our Chaplain will provide support to students of faith and of none equally.

## **5. Staff training**

5.1 Staff are given appropriate training regarding equality practices and this is the theme of at least one CPD per year.

## **6. Curriculum**

1.8 Proper regard is given to CEIAG/options and critical points throughout the academy career that students are not discouraged or prevented from following chosen paths due to their sex. Staff, parent and student perceptions are challenged where they may negatively impact on career choices for boys and girls.

### **Key people for this policy:**

**SENCo – Jim Dunning**

**Academy Chaplain – Cristo Rodriguez**

**Principal- Kimberley Willmot**

**DSL- Donna Percival**

### **Review:**

This policy appendix will be reviewed at least annually, or following any significant local or MAT changes.

Next review date- November 2022