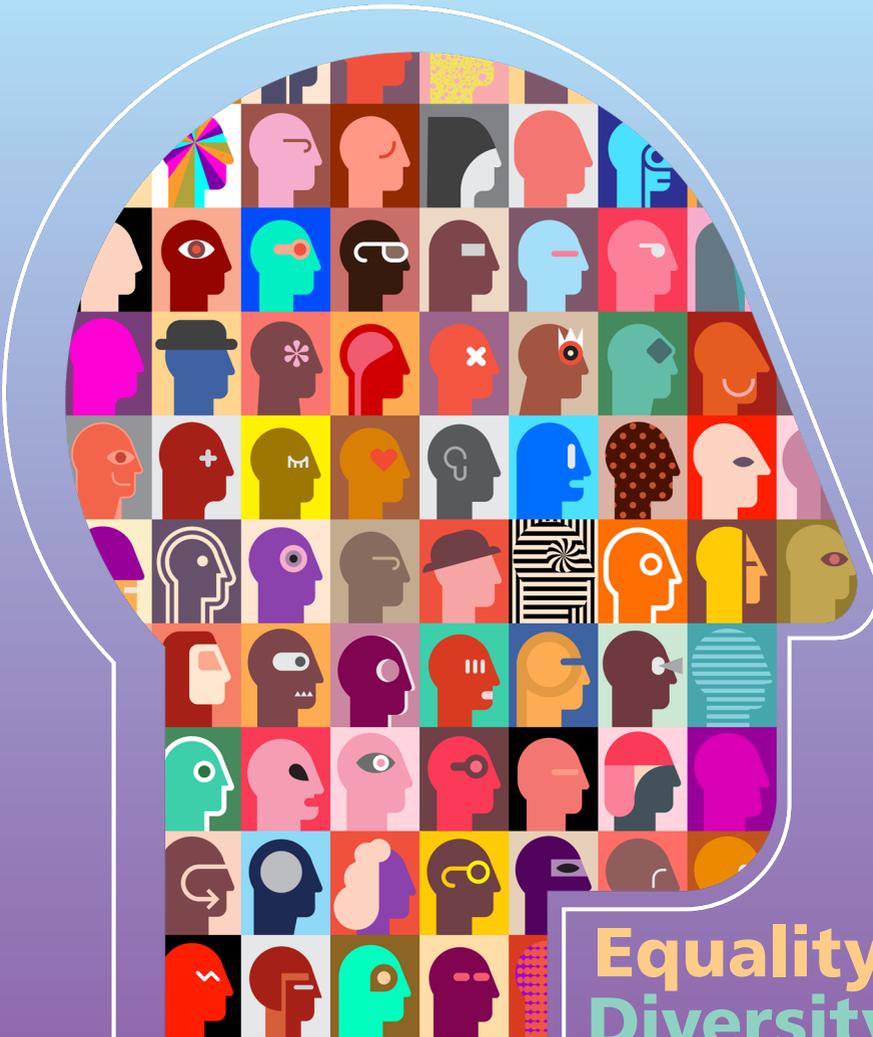




# KESH

KING EDWARD VI  
SHELDON HEATH ACADEMY



**Equality,  
Diversity  
and Inclusion**  
at **KESH Academy**



# Our whole school Public Sector Equality Duty statement outlines our objectives

- To increase the accurate reporting of prejudice-related incidents across the staff team.
- To increase understanding between ethnic groups and religious groups.
- To increase student understanding of the use and impact of language, to decrease the use of homophobic language.
- To increase student understanding of disabilities and special educational needs.

**Our statement is available on the school website.**

## Policies and procedures

**To improve communication of the reporting procedures for prejudice-related incidents, we have:**

- Reviewed and updated our behaviour policy and BfL Student and Parent Handbook.
- Reviewed and updated how peer on peer abuse is reported and analysed in the Academy.
- Included equality and diversity in the home-school agreement
- Updated the equality policy.

**To ensure a consistent approach to dealing with prejudice-related incidents across the school, we have:**

- Reviewed pathways for responding to bullying and prejudice-related incidents and shared clearly with staff.
- Conducted staff training and development to ensure any community concerns are quickly addressed.





## Equally Safe

KESH has participated in the Equally Safe programme, supported by the Department for Education and Equaliteach. The programme forms part of a network of schools which are creating equal and inclusive environments, to prevent and tackle identity-based bullying.

### **Student EDI Ambassadors – called Agents for Change**

Equaliteach has delivered empowering student training, considering identity-based bullying.

Our Agents have since:

- Developed and delivered assemblies, considering racism and use of language.
- Developed a form time activity, around gender identity.
- Organised a fund-raising cake bake to raise money for EDI charities

### **Bespoke staff training has included**

- Tackling bullying
- Tackling Homophobic and transphobic bullying
- Tackling racist and religiously motivated bullying
- Empowering pupil voice
- Restorative justice and therapeutic approaches
- Tackling SEND bullying

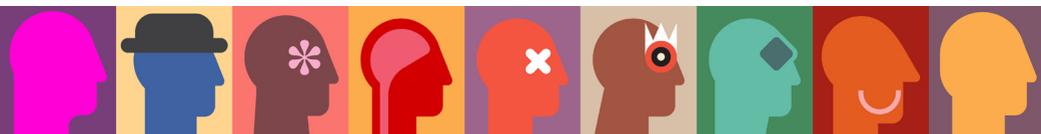
**Further whole school EDI training is scheduled for delivery from Equaliteach**



## Staff EDI Training

Across the academic year, whole school staff training has considered

- Impact of EdI
- Privilege
- Unconscious bias
- The Equality Act
- Acceptable / unacceptable terminology
- Recognising and challenging prejudice
- Dealing with micro aggressions
- Incident reporting and recording.





## Curriculum

The protected characteristics have been mapped across the wider curriculum, identifying delivery within subject areas and year groups.

Our RSE curriculum which is available through the school website covers identity, stereotypes, prejudice, LGBT+

Bespoke form time sessions have considered

- The Equality Act
- The protected characteristics
- Recognising and challenging prejudice
- Dealing with micro aggressions
- Incident reporting

This equips our students with the knowledge, understanding and language, to discuss EDI in a safe space.

## All our work is underpinned by our core values

<h1>C</h1> ompassion	<b>Compassion means understanding the feelings of others and being kind and caring.</b> It is having the ability to show empathy, concern and, most of all, love. By being compassionate, not only are you helping others but, in a way, you are also helping yourself.
<h1>A</h1> spiration	<b>Your aspirations are your dreams for the future and what you want to achieve.</b> Aspiration means aiming for the best in life and trying to reach the goal you want. If you aspire to achieve something, you go for it and push through the difficult moments.
<h1>R</h1> espect	<b>Respect is a mutual thing, and it always should be. If you want respect, you show respect too.</b> Respect means considering the feelings, wishes or rights of others. Respect yourself and others by treating them the way that you want to be treated.
<h1>E</h1> quality	<b>Everyone is equal and you should treat each person the same as everybody else.</b> Equality is about ensuring individuals are treated fairly and equally, no matter their race, gender, age, disability, religion or sexual orientation.

