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Equality Statement & Equality Objectives

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Written By	Mr J. Wedge
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Approved by:	(CoG) Date:
	(EHT) Date:

The school is committed to safeguarding and promoting the wellbeing of all children and expects our staff and volunteers to share this commitment.

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1. Equality Statement

Meadow View Academy aims to be a community where everyone is treated fairly, with dignity and respect. We want every pupil to participate fully, achieve well and reach their potential. We recognise that some pupils may need additional support, reasonable adjustments or targeted action in order to access the same opportunities as others.

We value diversity as a strength. We challenge discrimination, prejudice, bullying and stereotypes, and work to create an inclusive environment in which pupils, families, staff and visitors feel welcomed, safe and respected.

Our approach to equality is embedded in teaching, curriculum planning, pastoral support, behaviour, attendance, enrichment, recruitment and the day-to-day life of the academy.

2. Our Legal Duties

Meadow View Academy will act in accordance with the Equality Act 2010 and other relevant legal duties. In carrying out our functions, we will have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We will consider the needs of pupils and adults in relation to the protected characteristics set out in law and will make reasonable adjustments for disabled pupils and others where required. Equality considerations will inform academy policies, decisions and practices, including the application of the School Uniform Policy.

3. Equality Objectives 2026-2027

For the 2026-2027 academic year, Meadow View Academy has identified the following objectives. These objectives are intended to turn our equality commitments into practical, measurable action.

Objective 1: Improve equality of access and participation

Ensure that pupils can access the full range of academy life, including teaching, trips, visits, clubs, lunchtime and playtime opportunities. Identify and address barriers linked to disability, SEND, medical needs, religion or belief, financial circumstances or other relevant equality needs.

Objective 2: Monitor outcomes and reduce avoidable gaps

Use attendance, attainment, progress, behaviour, suspension and participation information to identify patterns or disparities affecting groups of pupils. Where a concern is identified, agree appropriate support, intervention and review points.

Objective 3: Strengthen an inclusive curriculum and culture

Use curriculum opportunities, assemblies, reading materials and wider academy experiences to challenge stereotypes, celebrate diversity, develop respectful relationships and help pupils understand equality, difference and belonging.

Objective 4: Promote respectful and non-discriminatory practice

Ensure that discriminatory language, prejudice-related incidents, bullying and stereotyping are challenged consistently. Staff will model respectful language and expectations and will respond proportionately to incidents, with appropriate education, support and follow-up.

Objective 5: Strengthen staff knowledge and confidence

Provide relevant training and professional development so that staff understand equality duties, protected characteristics, reasonable adjustments and inclusive practice, and can identify barriers to participation or achievement at an early stage.

Objective 6: Work in partnership with pupils and families

Listen to pupil and parent/carers views when reviewing barriers, adjustments and academy practice. Communicate clearly about available support and use feedback to inform improvement.

4. How We Will Deliver and Monitor the Objectives

- Leaders will review relevant academy information to identify equality-related patterns, barriers and priorities.
- Teachers and pastoral staff will identify pupils who may require additional support, reasonable adjustments or targeted intervention.
- Curriculum leaders will consider representation, stereotypes and opportunities to promote equality when reviewing curriculum content and resources.
- The academy will maintain appropriate records of support, adjustments and significant equality-related concerns or incidents.
- Staff training will be planned in response to academy priorities and identified need.
- Pupil and parent/carer voice will be used, where appropriate, to evaluate access, inclusion and the impact of academy practice.
- Progress against these objectives will be reviewed by senior leaders and reported to the Local Governing Body as part of the annual review.

5. Evidence of Our Approach to Equality

The academy will continue to build on established inclusive practice. Evidence considered during review may include:

- Reasonable adjustments and individual support that enable pupils with disabilities, medical needs, sensory needs or SEND to participate in academy life.
- Accessibility planning and premises arrangements that support access to the curriculum and the academy environment.
- Monitoring of attendance, progress, attainment, behaviour and participation to identify pupils or groups who may need additional support.
- Curriculum and enrichment opportunities that challenge stereotypes and reflect a diverse society.
- Consistent expectations for pupils that are applied fairly, with adjustments made where equality, disability, medical, sensory or religious needs require them.
- Staff recruitment, employment and professional practice that are consistent with equality legislation and academy procedures.

6. Monitoring and Review

This statement and the academy's equality objectives will be reviewed annually. The review will consider progress against the objectives, relevant academy information, changes in the academy context and any new priorities identified through pupil, family, staff or governor feedback. The next scheduled review is September 2027.

7. Links with Other Policies

- Accessibility Policy and Plan
- SEND Policy
- Inclusion Policy
- Anti-bullying Policy
- Behaviour Policy
- School Uniform Policy
- Complaints Policy
- Safeguarding and Child Protection Policy