

How does St Mark's Church of England Academy comply with the Public Sector Equality Duty?

St Mark's is an inclusive Christian Academy founded on the values of Love, Hope and Trust. The Academy has a range of policies which make explicit the school's long established commitment to actively promoting equality of opportunity for all. The main policies that deal with equality of opportunity are:

- Accessibility plan
- British Values
- [Behaviour Policy](#)
- [Anti-Bullying Policy](#)
- [Religious Education Policy and SRHE Policy \(developed in consultation with parents\)](#)
- [SEND policy](#)
- [Whole-School Equality Policy](#)

St Mark's Church of England Academy prides itself on being an inclusive school that cares for every individual child, parent and member of staff. In doing so, we promote and deliver a range of strategies to ensure that we comply to the Public Sector Equality Duty.

Some of these are:

- Active promotion of the Gospel values and Academy values of Love, Hope and Trust whilst remaining inclusive of all faiths and none
- Promoting the rights of each individual as outlined in the United Nations Charter through our ethos, behaviour policy and curriculum content
- Promoting tolerance, individual liberty, friendship and understanding by actively promoting British Values through assemblies and workshops and the Lifeology curriculum
- Promoting tolerance, mutual respect and understanding through termly world religion days and assemblies. Working with the community by inviting in leaders of local faith groups to speak in assemblies and deliver class workshops
- Promoting tolerance and mutual respect through black history month projects and celebration events
- Taking steps to meet the needs of individuals – for example, withdrawal from prayer and worship and promoting friendship groups
- Promoting inclusion, tolerance, friendship and understanding through different aspects of our curriculum. This includes teaching in RE, PSHE/Lifeology and other subjects. In English, a variety of text from a range of cultures will be used. Scientists, historians, artists, poets, engineers and designers who represent the protected characteristics will be embedded within the updated curriculum. Our wall art designs represent inclusivity
- Autism awareness day is marked
- Working with Dr Paul Miller to decolonise our curriculum
- Working with Free2B to provide LGBTQ+ training for staff
- Ramp and access to the school premise
- Leading assemblies to explore and deal with relevant issues; including assemblies focused on tolerance and respect for difference and the link between religion and identifying as LGBTQ+
- Fundraising for many charities
- Monitoring and evaluating the attainment and progress of all pupils; looking at the performance of particular groups who share a protected characteristic to compare their performance with those who do not share it
- Supporting all staff and children to reach their potential in their career and school life
- Interventions to maximise the progress of all groups of children

- Encouraging children who have a particular character to participate fully in all activities – for example; after school clubs, sport lunchtimes, choir based on our analysis of enrichment participation data
- Curriculum trips that meet the needs of all children
- Inclusive toilets available for all key stages and members of our community who identify as non-binary
- Active promotion of our robust and inclusive Behaviour policy
- Active promotion of the St Mark's Anti-bullying policy
- Restorative justice approach to behaviour and relationships – supporting any tensions between different groups of pupils within the school
- Attendance at the Merton Race and Equality Conference
- Courageous Advocacy Award for instilling and fighting for local change within our community, inspired by our Black Excellence key note speaker and former pupil
- Onsite therapeutic work that provides a counselling service for students who may be facing mental health problems
- Pupil participation in school activities; ensuring that is formed of pupils from a range of backgrounds.

St Mark's Curriculum Intent

The Academy's Curriculum Intent Statement demonstrates a commitment to a quality of education that is fully inclusive and allows every child to see examples of excellence that represent their race, gender or sexuality. The intent statement is:

St Mark's Church of England Academy empowers students, of all faiths and none, with the inclusive Christian values of love, hope and trust, and promotes academic and character excellence. The curriculum has been carefully designed to draw on their rich and varied backgrounds. The cross-curricular key skills and knowledge required for students' progress are taught within real world contexts. We are committed to celebrating and enriching all of our students by ensuring that the programmes of study do not privilege, appeal to or conform to a historically favoured demographic of people. We have a relentless desire to provide all students with a curriculum that is broad and balanced; one that is diverse, one that is fully inclusive and one that is decolonised. We are always striving to reshape our curriculum in a way that destabilises unconscious bias, misrepresentation and inaccessibility. This, in turn, empowers students to become thoughtful, informed citizens who will challenge and interrogate racist ideologies and practices. They will genuinely celebrate equality and diversity as benchmarks for a just, liberating and thriving society. At St Mark's, students participate in enriching experiences, giving them the ambition, confidence, cultural capital, and employability skills to be successful in their future university and professional career.

Equality objectives (2020-2024)

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives. Our published information must be updated annually and objectives published at least once every four years. In order to further enhance our ability to allow these values to positively influence the lives of all those we serve, the following targets have been set in accordance with the Equalities Act (2010).

The following guidance has been used to inform these targets:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf

Area	Target
Curriculum	We are committed, through our curriculum intent statement, to ensuring that our curriculum does not favour one particular race, culture or gender. This involves auditing our curriculum using staff, pupils, parents, governors and an external company. The Academy has worked with Dr. Paul Miller to deliver thought provoking CPD for staff as part of his inclusivity framework. We have also increased our celebration of black excellence as part of the wider curriculum both within and outside of the classroom.
Inclusive Language and practice for the LGBTQ+ community	We recognise that staff, students and families require regular training and support when understanding how to use the most inclusive language for students and staff who identify as part of the LGBTQ+ community. For students, this continues to be facilitated by our PSHE curriculum and any in school mentoring. For staff we will continue to work with Free2Be to ensure that gendered language is eradicated. By the end of this year the Academy will have established gender-neutral toilets for those who identify as non-binary.
Raising attainment in English/Maths for boys	We recognise that the attainment and progress of boy in the core subjects of English and Maths has lagged behind girls and it is a key priority to raise this attainment so that boys have equal access to Post-16 opportunities. Targeted Intervention aimed at raising the attainment of boys in English and Maths will be a priority for the coming year so that the gap between boys and girls closes to 0.3 or less.
LGB diversity	Hire more LGB members from local black and minority ethnic communities over a 2-year period (from this January to July in 4 years' time), to increase their representation to 50% of the LGB.