



Castle View Academy – Equality Objectives

This document reflects our commitment to equality and inclusion, considering all protected characteristics under the Equality Act 2010, as well as other factors that could disadvantage or devalue individuals within our community. These objectives ensure protection from discrimination, harassment, or victimisation based on:

- Age (for staff only)
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

As a public organisation, Castle View Academy is required to:

- Have due regard to the Public Sector Equality Duty when making decisions, taking action, or developing policy and practice.
- Publish information to show compliance with the Equality Duty.
- Publish specific and measurable Equality Objectives.

1. Inclusive Consultation and Policy Development

Objective: Ensure all stakeholders are consulted on the development, review, and impact of improvement plans, policies, and equality objectives.

Actions:

- Share policies with staff, parents, governors, and the wider community.
- Encourage feedback through forums, emails, and parent communications.
- Provide hard copies for those without internet access.

Impact: A shared vision of equality and diversity across the Academy.



2. Data Analysis and Targeted Support

Objective: Collect and analyse data to ensure all students achieve and progress, regardless of background or characteristics.

Actions:

- Maintain accurate records of student and staff profiles.
- Analyse performance, attendance, and behaviour data for micro-populations.
- Implement interventions to overcome barriers to learning.

Impact: Every student is supported to fulfil their potential, enhancing wellbeing and achievement.

3. Promoting Diversity and British Values

Objective: Ensure the curriculum and wider Academy experience celebrate diversity and foster a cohesive community.

Actions:

- Promote positive role models representing protected characteristics.
- Deliver assemblies, Future Me days, and co-curricular activities to raise awareness of different cultures, faiths, and lifestyles.
- Support national events such as Anti-Bullying Week, Red Card Against Racism, and Anti-Homophobia Week.

Impact: Students embrace respect, tolerance, and acceptance of diversity, contributing to an inclusive culture.

4. Removing Barriers

Objective: Identify and remove barriers faced by individuals due to protected characteristics.

Actions:

- Regularly review Accessibility and SEND policies.
- Provide bespoke support through referrals and interventions.
- Ensure fair recruitment and CPD opportunities for all staff.

Impact: All individuals have equal access to opportunities and support.

Last Review January 2026

Next Review January 2030

5. Maintaining High Standards of Behaviour

Objective: Uphold respect and challenge discrimination across the Academy.

Actions:

- Record and monitor incidents of discriminatory behaviour.
- Adopt a zero-tolerance approach to homophobic, sexist, racist, or other discriminatory language.
- Provide staff training on safeguarding, Prevent, and equality awareness.

Impact: A safe, respectful environment where discrimination is actively challenged.

6. Preventing Extremism and Radicalisation

Objective: Actively challenge hatred and extremism.

Actions:

- Work with Prevent and other agencies where concerns arise.
- Record referrals and actions in CPOMS.
- Report incidents and impact to Governors.

Impact: Students and staff are safeguarded against radicalisation and extremism.

Castle View Academy is committed to fostering an environment where Determination, Ambition, and Respect underpin all aspects of equality and diversity.