

Introduction

The Public Sector Equality Duty requires schools to publish information to demonstrate how they have due regard for the need to:

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

This report sets out how we meet the Duty. We will update this report on annual basis and make it publicly available via the Kickstart Academy website.

The Kickstart Academy

The Kickstart Academy is committed to providing a safe, caring and stimulating environment for all Students. This allows our young people to reengage with learning and either return to mainstream schooling or be successful whilst remaining with ourselves. During this time, the learning needs of each individual pupil are accurately assessed to support the personalisation of learning.

To achieve our vision, we aim to:

- Keep our students safe
- Provide a high quality of education
- Help our students to personally develop
- Improve outcomes for our young people

We are a diverse and inclusive school. The young people who are placed with us face multiple challenges and have disengaged from mainstream education. Our ethos is for our students to learn and develop as a young person in the most positive way possible. We pride ourselves on giving students the opportunity to better themselves.

Equality of opportunity for all is modelled by governors and members of the Senior Leadership Team and promotes inclusion and an appreciation of diversity.

Equality information

In addition to information on the protected characteristics, we gather information on the following groups of students:

- Students eligible for Pupil Premium
- Students eligible for Free School Meals
- Students with Special Educational Needs & Disability (SEND)
- Students with EHCPs
- Students with a Child in Need plan
- Students who are a Looked After Child
- Students with BeeU (CAMHS) referral
- Students with a Child Protection plan
- Students identified as needing Early Help
- Students referred to CATE
- Students with English as an additional language
- Other vulnerable groups

The progress of individuals and groups is rigorously monitored. Through providing equal opportunity to access the curriculum, activities and opportunities, we aim to ensure ALL students learn, develop and achieve their potential.

How we meet the Public Sector Equality Duty

The following list includes examples of how, as a school, we meet the Public Sector Duty:

- We do not tolerate behaviour or actions which are prejudiced
- Relationships between staff and students are exemplary and built on respect and understanding. An ethos of inclusion and high expectations has been nurtured
- Spiritual, moral, social and cultural development, RSE and fundamental British Values are embedded in the curriculum within specific subjects, time dedicated during tutor time and different themed days
- We invite outside speakers into the school (where COVID restrictions allow) to provide depth and context to the topics being taught
- We have clear policies and procedures in place (for both students and staff) for reporting and dealing with incidents of discrimination, harassment and victimisation
- Bullying or racist incidents at Kickstart are incredibly rare. If they do occur, they are monitored and dealt with quickly and effectively
- Displays all around the school and assemblies valuing all individuals, diversity and inclusion
- We track student behaviour through our reward system. Staff can identify patterns and consider causes of behaviours. Targeted intervention will be put in place where appropriate

- Pastoral vision, ethos and aims are in place, with a clear focus on belonging, respect and community
- A Family Liaison Officer is now in place to develop relationships with our students and their families, and to improve attendance. When students are in school, they will learn and achieve
- We have significantly reduced exclusions over the last three years and we are making process towards our aspirational target of zero exclusions
- Throughout lockdown, we ensured all students had access to the digital technology they needed to access our online learning provision. The Kickstart Academy has remained open throughout the pandemic and all students (due to their status as 'vulnerable students' were able to come into school
- We have identified that an increasing number of our students have mental health issues and consequently staff have received training to differing levels of complexity. The school has developed and implemented a policy for mental health
- All students have access to timetabled 1-2-1 sessions with our Pastoral Officer and are able to access sessions with our School Counsellor
- We have introduced a Personal Development Programme which all students engage with. This aims to help them develop resilience and developing positively as a young person
- We have increased the number of subjects and qualifications available to Kickstart students and our academic curriculum is complemented by a range of vocational opportunities
- Students' academic achievement improved for the third year running and more students than ever before are leaving Kickstart with positive destinations
- We have made significant progress in the achievement of the eight Gatsby Benchmarks for good careers guidance and we use Future Focus (the local authority's independent careers service) to work with and advise our students

Presented to the Kickstart Board at its meeting on 14/12/21