

11th October 2021

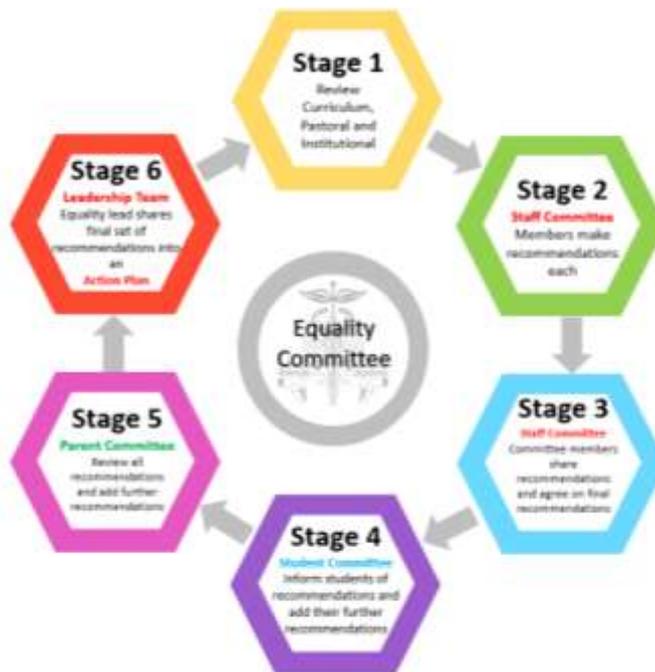
Dear Parents/Carers

Re: Equality and Diversity

The Academy is committed to providing equality of opportunity for all students and staff, and strives to provide a working environment which is free from discrimination, prejudice and harassment. In June 2020 following the tragic loss of George Floyd, and the response globally from the Black Lives Matter Movement gave institutions across the globe roles to play positively on how we can move forward together. This has been a powerful reminder of the need for action in working together to make a change.

Last academic year the Academy formed new Equality Committee groups within the school. These were with students, staff and parents. Our Equality Student Committee has well over 130 students, which is lovely to see. Year 7 will also have the opportunity to join this committee too. The school put a plan together to review each Protected Equality Characteristic within the school and to give each area enough time to make further recommendations. This was a six-stage process. The school looked at Race Equality as the first Protected Characteristic and then we have moved onto Gender which is nearing the end of the review. This was a new venture for us, and I am extremely pleased to share with you how successful and productive our meetings have been.

The Equality review cycle looks like this:



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During stage one, we asked Heads of Departments and Pastoral Leads to review their areas and make further recommendations. We then took this to the staff, student and parent/carer committees, where they made further recommendations, as well as new institutional ideas. This was then put together to form an action plan for each Protected Characteristic. Everyone in the school has had a role in actioning these recommendations, with the majority being carried out by our students within the committee.

The next Protected Characteristic we will be reviewing is LGBTQ+. We will be using the same cycle as above to review and make further recommendations. As the parent Equality committee is well established, with over 20 parents, we would like to invite our new Year 7 parents to join too. If you would like to be involved in this, please contact the school on staff@ashmoleacademy.org if you are interested and I can send some information for the next meeting.

The amount of time, effort and work that went into Race and Gender Equality was extremely impressive. As this excellent work is continuing, we felt that the students and the community should be recognised for their efforts. I am therefore delighted to inform you that Ashmole Academy will be going for an Equality Award from EqualiTeach. It will take 18 months to try and achieve this award. If successful, we will gain a number of benefits for the school including bespoke training and visits for our students and staff.

We have been overwhelmed with the support from our students, parent/carers and staff in supporting us through this journey. I will be sharing all the recommendations with you once we have completed reviewing all the Protected Characteristics and would like to take this opportunity to thank everyone who has been involved so far.

Thank you for your continued support.

Yours faithfully



Mrs R McLaren
Deputy Head Teacher