



Appendix 2

Academy specific information

Name of academy: St. Andrew's Church of England Primary School

Eliminating discrimination in our academy

We work to eliminate discrimination in the following ways:

- staff and governors are regularly reminded of their responsibilities under the Equality Act
- new staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year

Advancing equality of opportunity

In our academy, in addition to what is mentioned in section 5, we advance equality of opportunity in the following ways:

- Celebrate things like Black history month and Anti-bullying week
- Through our courageous advocacy work, encourage children to be the champions of the disadvantaged and suppressed
- Celebrate the cultural heritage of all our children and their protected characteristics
- Teach our PSHE / RSE curriculum to its fullest which in its remit is to educate children and advance equality

Fostering good relations

In our academy, in addition to what is mentioned in section 6, we foster good relations in the following ways:

- Visit different Christian and other faith denominations as part of our 'philosophy in the community' work
- Take part in 'Love Your Neighbour' community challenges
- Work with members of our community on improvement projects

Equality considerations in decision-making

In our academy, the ways in which we consider equalities in decision making, and record those decisions, are as follows:

For example, when an academy trip or activity is being planned, the academy considers whether the trip: