Excellence Growth Responsibility

This is our William Lovell Legacy

William Lovell

Church of England Academy

Equality Objectives

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William Lovell Church of England Academy Vision

Everyone has the potential to flourish. Rooted in our Christian foundation, we are an inclusive school that nurtures academically, morally, and spiritually. We commit to offering rich opportunities that prepare our students for life's journey.

We pursue excellence by planting seeds of curiosity, inspiring a love of learning, and cultivating high expectations through challenge and support. We nourish strong roots of resilience, encouraging responsibility and empowering everyone to grow, confident and ready to make positive differences to society.

The light in our community helps us to grow, responsibility is the compass that guides us, and excellence is the path we walk to reach a brighter future.

This is our William Lovell Legacy.

Our Values:

- **Excellence**
- **Growth**
- **Responsibility**

"The smallest of all seeds, when it has grown, is the greatest of shrubs and becomes a tree, so that the birds of the air come and make nests in its branches."

Matthew 13:32

Our Key Drivers

Excellence is a habit: We deliver the highest standards and never settle for less.

Everyone is valued: Diversity is celebrated, we see the best in everyone.

Invest to achieve: No excuses. We care about our learning, and we build for the future.

Cultivate your character: Qualifications open doors, stewardship and character get you through them.

Never give up: Resilience breeds success, be relentless and work hard.

Our Commitment

William Lovell Church of England Academy welcomes students and staff from all faiths and none. We stand firmly for equality, dignity, and respect, welcoming everyone regardless of age, ability, disability, neuro-difference, ethnicity, religion or belief, gender identity, or sexual orientation. As a Church of England Academy rooted in Excellence, Growth, and Responsibility, we are committed to:

- **Eliminating discrimination** (direct/indirect) and unlawful harassment

- **Advancing equality of opportunity**, especially in education and inclusion
- **Fostering good relations** by celebrating diversity across all groups

These three aims fulfill the Public Sector Equality Duty under the Equality Act 2010, applicable to all aspects of school life.

Our Academy Values

- **Excellence**: We strive to exceed expectations, academically and socially, by caring for every student.
- **Growth**: We encourage personal development and moral responsibility in caring for each other and our environment. If we make mistakes, we learn from these.
- **Responsibility**: We hold ourselves accountable—for our words, actions, and impact on our school community and natural world.

Roles & Accountability

- **The Governing Body** will: publish and review equality information and objectives, monitor progress, and ensure compliance.
- **The Senior Leadership Team** will: lead staff in implementing the policy and ensure due regard in decisions.
- **All Staff & Students** are expected to uphold these principles and model inclusive behaviour.
- **Publication**: This policy is available to staff, students, parents, and published externally.

Our Equality Objectives

The following priorities will be embedded in day-to-day life. This means they are embedded in academic, pastoral and extracurricular areas of our school:

A. Cultural Understanding & Awareness

We promote understanding of diverse identities: age, ability/disability, neurodivergence, ethnicity, religion, gender identity, sexual orientation. We do this through:

- **The taught curriculum**: units exploring local nature, faith, and community heritage. PSHE, tutor time and links to equality and diversity in English, RE and other subject areas.

- **Cross-school projects and daily events** (e.g., intervention, collective worship, Legacy rewards, celebrations, morning line up).
- **Celebration and awareness days** that highlight different cultural and religious calendars in relation to seasons and environment (e.g., harvest, Earth Day, Advent, Easter, Diwali, Eid).

B. Inclusive Extra-Curricular & Leadership Opportunities

We will monitor and promote inclusion especially of students on free school meals, with SEND, looked after children, and from minority ethnic groups by:

1. Monitoring and promoting participation of students with protected characteristics.
2. Running targeted interventions, e.g. Wildlife Park, music, leadership in sports, House Captaincy, opportunity to represent the academy.
3. Providing financial support and transport where possible to ensure access to clubs, and holding a varied enrichment programme at lunch time to promote access.

C. Closing Attainment Gaps

We commit to actively closing achievement gaps (particularly due to FSM, SEND, LAC, ethnicity) by:

- Analysing performance data by group each term; implementing intervention, for example IDR, Lexia, subject specific interventions, PSPs or BOSS referrals.
- Adopting Quality First Teaching with a digital strategy to promote access and inclusion for all. Every student is issued with an iPad to ensure they have the resources required to achieve academically.

D. Accessibility Improvements

We will continue improving accessibility for students, staff, and visitors with disabilities by:

- Maintaining a rolling plan of site improvements and bespoke needs-based plans to ensure accessibility or adaptations.
- Responding to feedback and working with Colleague Services to understand needs.

E. Reducing Discriminatory Language

We will reduce misuse of racist, homophobic, bi-phobic, transphobic, disablist, and sexist language by:

- Implementing the school behaviour policy with consistency.
- Tracking incidents, responding with workshops/intervention, and curriculum around diversity, equality and inclusion.

- Fostering and modelling inclusive language and shared responsibility.

Monitoring, Evaluation & Reporting

We will monitor implementation through:

- Regular review of data, incidents, objectives, and adjustments to our strategy.
- **SIAMS/Ofsted inspections**: ready compliance with Equality Act duties and visible inclusive practice in teaching, leadership, and environmental stewardship.

Legal & Statutory Sources and policies to be read in conjunction with this policy:

- Equality Act 2010 & PSED
- DfE Equality Act 2010: Advice for schools
- Accessibility/SEND Code
- LAAT Equality Objectives
- William Lovell Behaviour Policy

***William Lovell Church of England Academy upholds the belief that every person is made in God's image**, deserving equal respect, opportunity, and care. Guided by our values and love for creation, we educate with excellence, grow in understanding, and take responsibility for each other.*