## Equality Information and Objectives

The Equality Act 2010 requires us to publish information that demonstrates that we 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 those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

**The Nine Protected Characteristics:**

1. Sex
2. Race
3. Religion or belief
4. Sexual orientation
5. Gender reassignment
6. Pregnancy and maternity
7. Age
8. Disability
9. Marriage and civil partnership

At Isha Academy, we ensure equality is embedded within our homeschool and tuition centre's curriculum and ethos, supporting all students, parents, and staff.

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## Commitment to Advancing Equality

Our commitment includes:

- Implementing inclusive educational practices that promote respect and diversity.
- Addressing and preventing discrimination, including monitoring any incidents of prejudice.
- Ensuring high-quality teaching that allows all students to reach their full potential.
- Providing equal access to extracurricular learning opportunities.
- Regularly reviewing our policies and curriculum to reflect equality values.

## Fostering Good Relations

We foster good relations by:

- Ensuring that equality and diversity are embedded into our curriculum and activities.
- Providing an inclusive environment where all students feel valued.
- Encouraging positive interactions among students from different backgrounds.

## Isha Academy's Equality Curriculum

We aim to develop awareness and appreciation of diversity through:

- An inclusive curriculum that celebrates different cultures and perspectives.
- Opportunities for students to engage in discussions on diversity and inclusion.
- Promoting British values such as democracy, respect, and individual liberty.

## Ensuring Equal Opportunities

We ensure that all students, including those with disabilities and special educational needs, have full access to learning and support. Discrimination of any kind is not tolerated at Isha Academy.

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## Equality Objectives 2026-2027

**Objective 1:** Increase participation of underrepresented students in extracurricular and enrichment activities.

- Monitor and ensure diverse participation in tuition support, field trips, and workshops.
- Provide financial support where needed to ensure inclusivity.

**Objective 2:** Monitor and analyse student achievement by race, gender, and special educational needs, acting on any disparities.

- Regular tracking and intervention strategies to support student progress.

**Objective 3:** Review and adapt the curriculum to ensure diverse representation in teaching materials.

- Curriculum leaders to review and update resources regularly.
- Conduct student and parent feedback surveys to ensure relevance.

**Objective 4:** Promote awareness and inclusion of students with special educational needs and disabilities (SEND).

- Provide tailored support and adapt teaching methods for students with additional needs.
- Ensure accessibility to all educational resources.

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## Roles and Responsibilities

**Head of Academy:**

- Oversees implementation of equality objectives.
- Ensures policies align with the Equality Act 2010.

**Teaching Staff and Tutors:**

- Embed equality principles in lesson planning.
- Recognise and challenge bias and stereotypes.
- Support students from all backgrounds fairly.

**Parents and Students:**

- Promote a culture of respect and inclusion.
- Participate in discussions about diversity and equality.

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## Monitoring and Review

- Isha Academy will regularly assess and review the impact of its equality objectives.
- Feedback from students, parents, and staff will be used to refine and improve our approach.
- The policy will be reviewed annually.

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Review date: Autumn 2027