



**Southfields
Academy**

SOUTHFIELDS ACADEMY

Equality, Diversity and Inclusion Statement.

Revised November 2025

November 2025

Academy's Aims

Southfields Academy continuously strives to ensure that everyone is treated with respect and dignity. Each person in the Academy is given fair and equal opportunity to develop their full potential regardless of their gender, ethnicity, cultural and religious background, sexual orientation, disability or special educational needs and ability.

The Academy works to promote equality and foster positive attitudes and commitment to an education for equality, both as an employer and a service provider.

Southfields Academy is committed to avoiding all forms of discrimination. In accordance with the Equality Act 2010, it is unlawful to discriminate directly or indirectly because of age, disability, sex, gender re-assignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origin), sexual orientation, religion or belief, or because someone is married on in a civil partnership. These are known as "protected characteristics".

We have five key principles

1. Equality in opportunity
2. Respecting diversity
3. Inclusion in every classroom
4. Intersectionality
5. Shared responsibility and accountability.

1. Equality in Opportunity

We commit to providing every student with the opportunities and support needed to reach their full potential, ensuring that no child is held back by their ethnicity, gender, socio-economic background, special educational needs or any other protected characteristic.

We regularly collect, analyse and reflect on data to understand and address disparities in educational outcomes to ensure all our students succeed.

We regularly review data on attendance, persistent absence and behaviour to ensure all students and their families are supported to ensure students attend regularly and have appropriate behaviours in order to learn and succeed.

2. Respecting Diversity

Southfields is an inclusive school. We are a rich, diverse community within the student population and also a rich diverse community amongst the staff workforce. Representation in leadership is also diverse.

As a school, we actively recruit and retain a workforce that reflects the school population.

We celebrate cultural diversity and inclusion through events and partnership.

We have an experienced pastoral team of Heads of Year, Deputy Heads of Year and support staff who regularly work in partnership with families to help them address any barriers to education. This fosters a shared sense of responsibility.

Our vision is to eliminate barriers, foster respect and create equitable opportunities for all students and members of staff.

3. Inclusion in Every Classroom

We are committed to creating inclusive learning environments where every child feels a strong sense of belonging and is supported to succeed, regardless of their starting point or the challenges they face.

Our Inclusion conferences enable staff to share strategies to support all students. By delivering on-going professional development for staff to understand and meet the needs of neurodiverse students and those with special educational needs, we aim to ensure strategies to ensure success for all students.

Our inclusive classroom practice reflects the diversity of our students. Our commitment is to ensure that teaching resources, curricula and displays represent the cultural, linguistic and cultural background of all our students.

4. Intersectionality

We understand that many students face multiple and overlapping barriers to success.

At Southfields, we recognise and address these challenges with tailored approaches that meet the needs of the whole child.

Intersectionality refers to the interconnectedness of social identities such as gender, ethnicity, religion, social-economic status and other protected characteristics which shape individual experiences.

In schools, these overlapping factors create unique challenges for students and staff. We need to address these challenges by working with differing partners. These include social services, mental health well-being practitioners, health professionals and others who can support the student and family alongside those in education.

We review our policies at regular intervals to ensure our students achieve, our parents and carers feel supported and our staff feel valued.

5. Shared Responsibility and Accountability

Equality, diversity and inclusion are shared responsibilities that require collaboration between all members of the school community. We play a pivotal role in fostering environments where students, parents and staff feel valued, heard and empowered.

Recognising the importance of eliciting and utilising parent, student and staff voice is essential in shaping meaningful and impactful practices.

By creating structures that prioritise a shared responsibility, we can ensure our policies and practices truly reflect the needs of the Southfields community in terms of equality, diversity and inclusion.