



## Equality Objectives Statement

**Review date: December 2028**

We welcome our duties under the Equality Act 2010. The academy's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the academy community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our academy is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

### **Aims to eradicate discrimination**

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the academy. This environment will be achieved by:

- Being respectful.
- Always treating all members of the academy community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Accommodating the needs of all learners
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.



We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

### **Dealing with prejudice**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our academy with the utmost severity. When an incident is reported, through our thorough reporting procedure, our academy is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The academy's employees will not:

- Discriminate against any member of the academy community.
- Treat other members of the academy community unfairly.

The academy's employee's will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

### **Equality and dignity in the workplace**

We do not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.



- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the academy community. All staff members are obliged to act in accordance with the academy's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

### **Aims to manage the effect of Covid-19 on the school community**

We aim to ensure that the transition for pupils back into school after lockdown(s) is as smooth as possible by:

- Creating a risk assessment, in consultation with all stakeholders, that is both robust and manageable but also flexible, depending on the new guidance from the DFE
- Liaising with parents about the return to school process
- Forming an Anxious Returner Action Plan to ensure that suitable protocols have been put into place for those who need additional support

As an Academy we will endeavour to lessen the impact of Covid-19 on our pupils by:

- Ensuring a Recovery Curriculum is implemented upon the children's return to school
- Providing opportunities for emotional and mental welling to be undertaken by the pupils on a regular basis
- Continuing to utilise lines of communication fully so that good and open relationships with parents are cemented
- Making effective use of summative and formative assessments so that progress can be celebrated and areas for development identified and built upon.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our academy community.

The academy's Equal Opportunities Policy further outlines the academy's policies regarding equality.