



Equality Objectives

1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and Schools.

3. Objectives

- Promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our school community through the PREVENT Agenda and the schools PSHE and RSHE curriculums.
- Actively close gaps in attainment and achievement between students for all groups of students; especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.
- Monitor any incidences of the use of homophobic, sexist and racist language or behaviour by children or staff in the Academy.
- Increase and improve facilities for pupils with moderate to severe special educational needs in the mainstream school through HUB provisions that seek to maximise teacher contact for our most vulnerable children.