



*Believe, Succeed, Together*

## Equality Objectives

### 1.0 Background

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as **protected characteristics**). For schools, this means that it is unlawful to discriminate against individuals or treat them less favourably because of their sex; race; age; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Under the Act, the Academy is expected to comply with the Public Sector Equality Duty (PSED). This requires the Academy to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, the Academy is required to:

- Have due regard to the PSED when making decisions, taking action or developing policy and practice.
- Publish information to show compliance with the Equality Duty.
- Publish Equality Objectives which are specific and measurable.

## 2.0 Objectives

- Provide an environment that actively promotes equality, diversity, inclusion (EDI), tolerance and respect.
- Ensure the personal development and enrichment (PDE) provision broadens the curriculum, provides the opportunity for pupils to make a positive contribution to the Academy and wider community and enhances pupils' wider understanding of EDI.
- Continue to reduce achievement gaps between different groups of pupils, especially disadvantaged pupils, pupils with SEND, looked-after children (LAC) and pupils from minority ethnic groups.
- Eradicate the incidence of discriminative, prejudice-based behaviour.
- Promote a whole school approach to mental wellbeing awareness and develop appropriate support and interventions.
- Continue to improve accessibility across the Academy site for pupils, staff and visitors with disabilities.
- Endeavour to ensure that the staff body and representation of staff in leadership roles reflects EDI.