

## Academy Equality Objectives

<b>POLICY TITLE</b>	<i>Equality and Diversity Statement – Ratified at E.A.B. 16.11.17</i>
<b>APPROVAL DATE / REVIEW DATE</b>	APPROVED Sept 2015 to August 2018 (every 3 years) <i>Reviewed by EAB annually Autumn Term</i>
<b>RESPONSIBLE COMMITTEE</b>	<i>Education Advisory Board (EAB)</i>
<b>RATIONALE</b>	Estcourt Primary Academy is committed to achieving a working and learning environment which provides equality of opportunity and freedom from unlawful discrimination. This ambition is firmly embedded with the Equality and Diversity Policy of the Delta Academies Trust.
<b>PURPOSES &amp; GUIDELINES</b>	<p><b><u>Commitment to Staff</u></b></p> <ul style="list-style-type: none"> <li>As an educational institution it is our duty to ensure equality of opportunity between people from different groups and foster good relations between people from different groups. And, we are bound to ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and disciplinary are determined on the basis of capability, qualifications, experience, skills and productivity.</li> <li>Under the Equality Act 2010, the categories of age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership and pregnancy and maternity are now known as 'protected characteristics'.</li> <li>It is unlawful to discriminate against any employee or student, directly or indirectly in because of any of the 'protected characteristics'.</li> <li>Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of a protected characteristic.</li> </ul> <p><b><u>Pledge to Pupils</u></b></p> <ul style="list-style-type: none"> <li>All pupils, regardless of any 'protected characteristics', will be equally and fairly monitored and supported to ensure that they make progress and fulfil their potential.</li> <li>All pupils, regardless of any 'protected characteristics', will be equally valued and have equal and fair access to all of the opportunities that the academy has available.</li> <li>All pupils, regardless of any 'protected characteristics', will have equal access to the curriculum, options, specialist support and independent advice to ensure that all decisions made about curriculum choices are in the best interest of every individual student.</li> <li>Through assemblies, SMSC, RE, and PSHE, all pupils will learn about and develop an understanding of different faiths from around the world.</li> <li>Through assemblies, SMSC, RE, and PSHE, all pupils will learn about and develop an understanding of British Values and what it means to be citizen living in modern Britain.</li> </ul> <p><b><u>Academy targets</u></b></p> <ul style="list-style-type: none"> <li>Increase participation from ethnic minority learners in after school activities</li> <li>Narrow the gap in performance of disabled learners (including SEND registered)</li> <li>Raise attainment in English for male learners</li> </ul> <p><b><u>DELTA GROUP OBJECTIVES</u></b></p> <p>PLEASE SEE DELTA EQUALITY &amp; DIVERSITY POLICY FOR FURTHER INFORMATION</p> <ul style="list-style-type: none"> <li>Ensure all learners have equal access to extra-curricular activities</li> <li>Ensure all learners are offered the guidance and support they need</li> <li>Challenge all discrimination as outlined in the Equality Act 2010</li> <li>Ensure that learners on work experience or other off-site activities are treated in an equal and fair way</li> </ul>

<b>FURTHER DETAILS CONTAINED IN DOCUMENTS</b>	DELTA Equality and Diversity Policy
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