



Challenge/Inspire/Prepare



Equality Statement & Objectives

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender, religion and sexual identity. All of our policies are written with regard to and are compliant with the Equality Act 2010. Our guiding principles are that:

- We value all learners equally
- We recognise and respect difference
- We foster positive attitudes and relationships, and a shared sense of cohesion and belonging
- We observe good equalities practice in staff recruitment, retention and development
- We aim to reduce and remove inequalities and barriers that already exist
- We consult and involve widely

This document details the actions we will take over the next three years to satisfy the requirements of the protected characteristics as referred to in the Single Equality Scheme.

Guiding principle	Action	Review date
We value all learners equally	Annual review of achievements of all learners to assess the degree to which learners have progressed equally Amend SDP and PP statement to close any gaps	Summer 2020
We recognise and respect differences	Revise SMSC and PSHE curriculum to ensure that differences are celebrated	Summer 2020
We foster positive attitudes and relationships, and a shared sense of cohesion and belonging	Weekly celebration of achievement assembly Half-termly governors achievers assembly Intra-house opportunities (sporting and non) Annual extra-curricular events (eg. Performing Arts evening) Annual Themed Week (Arts, STEM and International) Community Christmas Evening Staff social events	Summer 2020
We observe good equalities practice in staff recruitment, retention and development	BET Business Managers to undertake Ensuring Equality in the Workplace training Senior staff to undertake safer recruitment training Work with the trust to: Prepare summary of the equal opportunities returns Review annually the degree to which our workforce represents the community and adjust recruitment practices to encourage greater diversity	Done Done Spring 2020 Summer 2020
We aim to reduce and remove inequalities and barriers that already exist	Work with the trust to carry out an Equality Impact Assessment of Policies to ensure no groups are disadvantaged	As policies reviewed
We consult and involve widely	Consultation plan to be drawn up to improve the degree to which we consult	Summer 2020

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