

Equality impact statement

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil or member of staff and it helps to promote equality at this school.

Equality objectives

- To eradicate language used within the Academy that could be considered discriminatory. To ensure that no members of our community would use unacceptable language by the time they finish key stage 3.
- To eliminate repeat bullying incidents related to the protected characteristics listed in the Equality Act, 2010 by 2027.
- To reduce the Disadvantaged progress gap, securing progress and attainment consistently above the national average for those with SEND.
- Provide a full range of speakers that come into the Academy to ensure all pupils have the opportunity to engage with a full range of cultures, faiths and backgrounds.