



Stanchester Academy

Equalities Statement and Objectives

Stanchester Academy is committed to ensuring that it is fully compliant with the Equality Act 2010, and that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct 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** between people who share a protected characteristic and people who do not share it.

The Academy prides itself on being fully inclusive and focused on the well-being and progress of every child, where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups

The Academy Equality Objectives 2019-2023 are:

Objective 1: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Objective 2: To raise levels of attainment in core subjects for vulnerable learners.

Objective 3: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

Objective 4: To endeavour to ensure that the staff cohort and representation of staff in leadership roles is reflective of the local community and student cohort. Ensuring we continue to work on narrowing our gender pay gap.

Objective 5: To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our community.

Objective 6: To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational.

FGB adoption on **21 November 2019**.

Next Review **May 2021**.