



Stanchester

Academy

The Bridgwater and Taunton College Trust Equalities Statement and Objectives 2019-2023

Signature:

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The Bridgwater and Taunton College Trust Equalities Statement and Objectives 2019-2023 The Bridgwater and Taunton College Trust, in collaboration with all its academies are committed to ensuring that they are 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 Trust 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 Trust Equality Objectives 2019-23 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 extracurricular life of the school, including leadership opportunities, especially students with special educational