

Equality Objectives

Statement

At Half Acres Primary Academy we believe that diversity is a strength which should be respected and celebrated by all those who are part of our school community. We are committed to ensuring equality of opportunity for all children.

Inclusion at Half Acres Primary Academy is about providing equality and excellence in order to promote the highest possible standards and enable all children to achieve their full potential. We aim to recognise and celebrate differences that exist amongst us, that we treat all people fairly and that we strive to eliminate discrimination wherever it might exist. We strive to eliminate discrimination wherever it may manifest.

We ensure that these intentions are known and understood by all staff and governors and wherever appropriate to all children and parents.

The principles underlying this statement:

1. Discrimination on the basis of colour, origin, gender, ability, religious or political belief is unacceptable in this school.
2. All members of the school community will ensure that school is a happy and caring environment and where respect for and appreciation of each other as individuals is a priority
3. Our primary focus is to educate, develop and prepare all our children for life in a diverse society

Equality Act 2010

The Equality Act 2010 consolidates all previous equality legislation and all staff and leaders are fully responsible and committed to meet the requirements of this legislation.

Examples of how this will be achieved:

- Ensure all our practice and procedures are fair, non-discriminatory and do not put others at a disadvantage
- Ensure the all reasonable steps are taken to see that all the staff do not carry out any discriminatory actions or behaviour (This is clumsy but not sure how to change – ensure all reasonable steps are taken to see that all staff's actions and behaviours are non-discriminatory)
- Ensure that equal opportunity is at the heart of everything we do to enable all children succeed and achieve.

Specific examples of what we aim to achieve in relation to equality:

- Narrowing the gap between girls' and boys' achievement where in school gaps exist
- Ensuring the pupil premium funding is utilised effectively to impact positively on disadvantaged children
- Ensure the SEN funding given to the academy is spent well to enable the identified children make progress from their own individual starting points
- Providing a rich and diverse curriculum in which children have opportunities to learn about and reflect upon aspects of equality –through P4C, RE, PSHE/SEAL, Art and History.
- Increase the exposure of children to a greater diversity of people within society through visits, visitors and resources used to promote the curriculum