

Equality Information and Objectives Statement



Moorside CP Academy

The policy/statement reflects the duty of all educational organisations to have updated and published their Equal Opportunities and Diversity Policy, and to adhere to the Equality Act 2010.

This policy describes the way in which the centre will meet the requirements of the Equality Act 2010. This Act replaced all previous equality legislation such as the Race Relations Act, the Disability Discrimination Act and the Sex Discrimination Act. The policy will be applied to all staff and learners, as well as any volunteers working in the school.

Employees, learners and volunteers are made aware of the existence of this policy and where it can be accessed. This policy is reviewed annually.

Please also refer to School's Single Equalities Policy document.

The School agrees to:

Adhere to the requirements of the Equality Act 2010 by not discriminating against learners, staff, volunteers or anyone involved in external agencies that their organisation may be working with on the grounds of:

- age;
- disability;

- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

In addition, there will be no discrimination against:

- pregnant females or new mothers
- learners due to the behaviour of their parents and/or siblings

Statement of intent

Moorside Academy recognises the importance of the commitment of the staff, pupils and governors to ensure that equality of opportunity is available to all members of the school community. For our school this means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in school, whilst celebrating and valuing the achievements and strengths of all members of the school community. These include:

- Pupils.
- Staff.
- Parents/carers.
- The governing body.
- Multi-agency staff linked to the school.
- Visitors to school.
- Students on placement.

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community.

Every member of the school community should feel safe, secure, valued and of equal worth.

As listed above, at Moorside Academy, equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential - irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination. British values are embedded within the culture and curriculum of Moorside Academy and actively help to develop our pupils into responsible citizens.

Our mission statement emphasises that we are school where all children are encouraged to be the best they can possibly be. We strive to break down all barriers to learning – those created by race, culture, gender or special needs.

Objectives

To continue to uphold our obligations in law, not to discriminate in any of our activities against employees or applicants for employment to this Academy.

To continue to monitor gaps between identified groups e.g. boys/girls/FSM/EAL/SEND and ensure impact of intervention is effective and continues to be in line or above with national data.

October 2018

Review date October 2021