

1: Vision and Values

Our equality vision and the values that underpin academy life:

We aim to create an environment for learning which will encourage all children to achieve the highest standards through the provision of a broad, balanced and imaginative curriculum, high expectations, praise for a task well done and through committed, enthusiastic and effective teaching. We will work hard to help children to develop into confident, responsible and caring adults through clearly articulated parameters and in an atmosphere of tolerance and mutual respect. We will promote the spiritual, moral, cultural, mental and physical development of students/pupils within the academy and in society, and prepare students/pupils for the opportunities, responsibilities and experiences of later life.

To achieve this we will:

- a. Respect the equal human rights of all our students/pupils and to educate them about equality.
- b. Work to promote positive attitudes to disability by enabling all students/pupils involved in the academy community to contribute to and gain full access to all activities.
- c. Create an environment where respect and racial harmony mean that all students/pupils are able to reach their full potential.
- d. Promote gender equality in all aspects of academy life by challenging stereotypes, achievement gaps and self-limiting aspirations.
- e. Take account of difference (for example, disability, gender, race, religion, sexual orientation, social context, vulnerable child status) and help overcome any barriers to learning in order to promote achievement and fulfilment in all our students/pupils.
- f. Respect the equal rights of our staff and other members of the community.
- g. In particular we will comply with relevant legislation and frame and implement academy policies and plans in relation to race and religious equality, disability equality, gender equality and community cohesion.

2: Legal Background

The duties that underpin our scheme
General duties:

Disability general duty – *Disability Discrimination Act 2005*

We have a statutory duty to carry out our functions with due regard to the need to:

- promote equality of opportunity
- eliminate unlawful discrimination
- eliminate disability-related harassment
- promote positive attitudes towards individuals with disabilities
- encourage individuals with disabilities' participation in public life
- take steps to take into account people's disabilities

Gender general duty – *Sex Discrimination Act as amended by the Equality Act 2006*

We have a statutory duty to promote gender equality with due regard to the need to:

- eliminate unlawful sex discrimination; and
- promote equality of opportunity and good relations between women and men, girls and boys

Race general duty – *Race Relations Amendment Act 2000*

We have a statutory duty to promote race equality with due regard to the need to:

- eliminate unlawful discrimination
- promote equality of opportunity; and
- promote good relations between people of different racial groups