

EQUALITIES STATEMENT AND OBJECTIVES

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Owner	Headteacher
Approver	Academy Council

At Airedale Academy we firmly hold that all people are born equal. As such, we consequently aim to treat all associated with the school – staff, pupils, parents, volunteers and the wider community - with respect and dignity, regardless of background. Our Trust is committed to equality both as an employer and a service provider:

- We try to ensure that everyone is treated fairly and with respect.
- We want to make sure that our schools are safe, secure and stimulating places for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them exactly the same.
- We recognise that for some people extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age, their sex, any disability they may have, their race, their gender identity or reassignment, their marital or civil partnership status, as a result of being pregnant or having recently had a baby, their religion or beliefs, or their sexual orientation.

The Equality Act 2010 requires us to publish information that demonstrates 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.
- Foster good relations between people who share a protected characteristic and people who do not.

Airedale Academy annually reviews how well we achieve these aims with regard to the protected characteristics under the Equality Act 2010. These protected characteristics are:

- age
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- gender reassignment
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

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.

We publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

EQUALITY OBJECTIVES

Objective 1: To ensure that all staff and those involved in governance are aware of and trained in current legislation surrounding equality and diversity.

Objective 2: To ensure all children and young people progress and achieve with equality. We will do this by closing gaps in attainment and achievement between all groups of pupils, especially those eligible for the Pupil Premium, those with SEND, children in care and pupils from minority ethnic groups.

Objective 3: To monitor the incidence of the use of homophobic, sexist and racist language by pupils in our school.

Objective 4: To promote mental health awareness and develop appropriate interventions where necessary.