

Equality Objectives



Life in all its fullness

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as *protected characteristics*). For schools, this means that it is unlawful to discriminate against students and staff or treat them less favourably because of their:

- Age
- Disability
- Ethnicity
- Gender
- Gender Reassignment
- Religion and Belief
- Sexual Identity

We will also ensure that all employees are treated fairly, taking into consideration either of the following *protected characteristics*:

- Maternity and pregnancy
- Marriage and Civil Partnership (for employees)

Under the Act, the school is expected to comply with the Public Sector Equality Duty. This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, we are required to:

- Publish information to show compliance with the Equality Duty. This is done via our Equalities Statement and Equal Opportunities Policy
- Publish Equality Objectives which are specific and measurable

Our Equalities Statement and Equal Opportunities Policy is in line with national guidance and contains information about how the school complies with the Public Sector Equality Duty. We also give guidance to staff and outside visitors on our approach to promoting equality.

Equality Objectives



Our Equality Objectives reflect the school's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

St Edward's Church of England Academy Equality Objectives

- To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and Key Stages. This monitors trends over time and makes comparisons with other schools locally and nationally.
We will diminish the difference in outcomes between disadvantaged and all other students in line with the best performing schools nationally.
- To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.
We will ensure that the whole school community is fully reflected in all aspects of school life.
- To ensure that all students, staff and volunteers are given the opportunity to make a positive contribution to the life of the school.
We will provide an environment that welcomes, protects and respects all members of our school community.