



## EQUALITY INFORMATION AND OBJECTIVES STATEMENT

Policy Scope:	All THAT academies
Monitored By:	Audit, Risk Management and Policy Committee
Date Adopted	31 October 2016
Review Frequency:	Every four years ( <i>individual THAT academies to publish information to demonstrate how the academy is complying with its public sector equality duty <u>at least annually</u></i> )
Review Date:	November 2024

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Approved by the Chief Executive through delegated authority

Signed

Print name and title Owen McColgan, Chief Executive

# EQUALITY INFORMATION AND OBJECTIVES STATEMENT

## The Howard Academy Trust Commitment

We welcome our duties under the Equality Act 2010. The Trust and its academie's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimize any pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

The Trust is committed to The United Nations' Convention on the Rights of the Child (UNCRC) is an international statement of the civil, political, economic, social and cultural rights of children. This promotes every child's right to be healthy, to be educated, to be treated fairly, to be listened to and to have a childhood protected from violence.

The UNCRC is underpinned by 4 principles:

1. Non-discrimination
2. Devotion to the best interests of the child
3. The right to life, survival and development
4. Respect for the views of the child



## Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

### **Dealing with prejudice**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employee's will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

### **Equality and dignity in the workplace**

We do not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

### **Closing statement**

Prejudice is not tolerated, and we are continuously working towards a more accepting and respectful environment for our Trust community.

The Trust's Equal Opportunities Policy and Equal Opportunities and Dignity at Work Policy further outline our policies regarding equality.

### **Monitoring and Evaluation**

The Equality Information and Objectives Statement will be monitored by Local Academy Boards and reviewed by the Chief Executive via delegated authority from the Board of Directors.