

Equality Objectives 2020-21

Public Sector Equality Duty

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 share it
 - **Foster good relations** between people who share a protected characteristic and people who do not share it.

The Elizabethan Academy is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

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.

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

Legislation/Guidance		External Checking	
Teaching Unions	Consultation Completed	Public Sector Unions	

Published:	Review:	Last Reviewed:	Statutory:	Committee:	SLT Lead:
October 2016	September 2021	September 2020		Student Support	HDA
Legislation checked:			Legal Advice:		
			N/A		

Published: _____

Review Date: _____

DATE OF REVIEW:	September 2020
SIGNED ON BEHALF OF SENIOR LEADERSHIP TEAM:	
DATE:	
GOVERNING COMMITTEE:	Student Support
SIGNED ON BEHALF OF GOVERNING BODY:	
DATE:	
DATE OF NEXT REVIEW:	September 2021