

## Equality Objectives 2021-22

### 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.

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|-----------------------------|-------------------------------|-----------------------------|--|
| <b>Legislation/Guidance</b> |                               | <b>External Checking</b>    |  |
|                             |                               |                             |  |
| <b>Teaching Unions</b>      | <b>Consultation Completed</b> | <b>Public Sector Unions</b> |  |
|                             |                               |                             |  |

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|-----------------------------|----------------|-----------------------|----------------------|-------------------|------------------|
| <b>Published:</b>           | <b>Review:</b> | <b>Last Reviewed:</b> | <b>Statutory:</b>    | <b>Committee:</b> | <b>SLT Lead:</b> |
| October 2016                | February 2023  | February 2022         |                      | Student Support   | HDA              |
| <b>Legislation checked:</b> |                |                       | <b>Legal Advice:</b> |                   |                  |
|                             |                |                       | N/A                  |                   |                  |

**Published:** \_\_\_\_\_

**Review Date:** \_\_\_\_\_

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|--|---|
| <b>DATE OF REVIEW:</b>                             | February 2021   |
| <b>SIGNED ON BEHALF OF SENIOR LEADERSHIP TEAM:</b> |    |
| <b>DATE:</b>                                       | 1 <sup>st</sup> March 2022  |
| <b>GOVERNING COMMITTEE:</b>                        | Quality of Education  |
| <b>SIGNED ON BEHALF OF GOVERNING BODY:</b>         |  |
| <b>DATE:</b>                                       | 4 March 2022  |

**DATE OF NEXT REVIEW:**

**February 2023**