

	<b>Equality Objective Statement</b>	<b>Author:</b>	<b>Mary Hall</b>
		<b>Approved by:</b>	<b>Local Governing Body</b>
		<b>Date:</b>	<b>19 September 2017</b>
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At The Pingle Academy we are committed to ensuring equality of opportunity in line with the Equality Act of October 2010. We seek to demonstrate this through all aspects of Academy life and in particular through our commitment to every child fulfilling their potential. This commitment applies to our work in the classroom, our student support systems, our recruitment and retention of staff and our work in the local and wider community.

As a Academy we will ensure that all students have the opportunity to achieve the very best that they are capable of and will also guide parents on how they can support their child's achievement. Where students experience barriers to their success we will work with them to address these in a sensitive and sympathetic way.

Through our work in the classroom we will ensure that students understand the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also seek to foster within our students their own commitment to promoting equality.

### **Equality Objectives**

- Ensure equality of opportunity for all students and staff through the admissions policy and recruitment processes.
- Ensure support for students not attending regularly and those excluded is swiftly in place so there is equal access to education and progress for all.
- Ensure participation rates are monitored to ensure **all** students participate.
- Monitor prejudice related incidents and ensure an escalation of appropriate follow up where there are repeated cases.

As an employer we will not discriminate on any of the following:

- Age
- Disability
- Gender re-assignment
- Race
- Religion and belief
- Sex
- Sexual orientation
- Marriage and civil partnership
- Nor as a Academy or employer will we accept any of the following:
  - Direct discrimination
  - Indirect discrimination
  - Discrimination by perception
  - Associative discrimination
  - Harassment
  - Harassment by a third party
  - Victimisation

We work with the Trust and Local Governing Body to monitor and review our current Academy Equality Objective Statement in line with the requirements of the Equality Act 2010.