

EQUALITY STATEMENT

One Degree Academy is committed to ensuring equality of education and opportunity for staff, students and all those receiving services from the Trust regardless of any protected characteristic as defined by the Equality Act 2010.

The protected characteristics, which cannot be used as a reason to treat people unfairly, are:

- Age (employees)
- Disability
- Gender Reassignment
- Marital/Civil Partnership Status (employees)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

The achievement of all students will be monitored to raise standards and ensure inclusive teaching.

We aim to provide our students with a firm foundation which will enable them to fulfil their potential. We will seek to eliminate unlawful discrimination against students and staff by adhering to our duties under the relevant legislation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit at our academies.

This Equality Statement has been developed to help us meet our obligations under the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011.

The Equality Duty has two parts - the general duty and the specific duties.

The General Duty requires us to consider how our policies, practices and day-to-day activities impact on students and staff. We must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- 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 those who do not share it.
- The Specific Duties require us to:
- Publish information to show how we are complying with the Equality Duty. This will be updated annually;
- Prepare and publish one or more specific and measurable equality objectives at least every four years.



Our Equality scheme is managed by a senior leader with input from across the Trust and governing body ensuring that there is extensive consultation and involvement from a representative cross-section.

The Governing body is responsible for ensuring that One Degree Academy meets the requirements of equality legislation. Essentially this means they will:

- Ensure the Schools takes all reasonable steps to ensure that its employees do not carry out unlawful discriminatory actions or behaviour;
- Support and guide the Schools to have ‘due regard’ for equality in all its functions;
- Ensure the Schools complies with the Equality Duty and meets the two ‘specific duties’ for schools.

Our priorities and targets are to:

- Identify any gaps in attainment and progress between differing groups of students at the end of each key stage at the end of the academic year and prioritise for interventions in the Academy Development plan.
- Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July, and report on this to the Finance and Audit sub-committee of the governing body
- Increase the representation of teachers from local black and minority ethnic communities over a four-year period (from this July to July in four years' time)
- Promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.
- To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs.

