

### Equality Impact Assessment Statement & Objectives

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender, religion and sexual identity. All of our policies are written with regard to and are compliant with the Equality Act 2010. Our guiding principles are that:

- We value all learners equally
- We recognise and respect difference
- We foster positive attitudes and relationships, and a shared sense of cohesion and belonging
- We observe good equalities practice in staff recruitment, retention and development
- We aim to reduce and remove inequalities and barriers that already exist
- We consult and involve widely

This document details the actions we will take over the next three years to satisfy the requirements of the protected characteristics as referred to in the Single Equality Scheme.

<b>Guiding principle</b>	<b>Action</b>	<b>Review date</b>
We value all learners equally	<ul style="list-style-type: none"> <li>▪ Annual review of achievements of all learners to assess the degree to which learners have progressed equally</li> <li>▪ Amend SDP and PP statement to close any gaps</li> </ul>	Annual
We recognise and respect differences	<ul style="list-style-type: none"> <li>▪ Revise SMSC and PSHE curriculum to ensure that differences are celebrated</li> <li>▪ Revise our 'weekly theme' to ensure local and national events are covered</li> <li>▪ Use of our social media outlets to make the wider community aware of our support in recognising and respecting differences</li> </ul>	Annual
We foster positive attitudes and relationships, and a shared sense of cohesion and belonging	<ul style="list-style-type: none"> <li>▪ Year group half termly 'Achievement Assemblies' to celebrate individual contributions in effort and attainment</li> <li>▪ Annual whole staff social events</li> </ul>	Annual

	<ul style="list-style-type: none"> <li>▪ Annual pupil Celebration Awards Evening</li> </ul>	
We observe good equalities practice in staff recruitment, retention and development	<ul style="list-style-type: none"> <li>▪ BET Business Managers to undertake Ensuring Equality in the Workplace training</li> <li>▪ Senior staff to undertake safer recruitment training</li> </ul> <p>Work with the trust to:</p> <ul style="list-style-type: none"> <li>▪ Prepare summary of the equal opportunities returns</li> <li>▪ Review annually the degree to which our workforce represents the community and adjust recruitment practices to encourage greater diversity</li> </ul>	Annual
We aim to reduce and remove inequalities and barriers that already exist	<ul style="list-style-type: none"> <li>▪ Work with the trust to carry out an Equality Impact Assessment of Policies to ensure no groups are disadvantaged</li> </ul>	As policies reviewed
We consult and involve widely	<ul style="list-style-type: none"> <li>▪ Consultation plan to be drawn up to improve the degree to which we consult</li> </ul>	Annual