

Equality Statement

At Freebrough Academy we value and appreciate the diversity of people's backgrounds and circumstances and we expect that discrimination is understood by all members of the community to be completely unacceptable.

We understand that this applies to all aspects of Academy life which are to do with how the Academy treats its students and prospective and former students and their parents and carers, its employees and the members of the local community. Furthermore, we will not discriminate because of the characteristics of another person, such as a parent or partner, with whom they are associated.

We actively seek to understand and promote equality in the context of our wider community, and we refer to local and national contexts when we review what we do. We also seek views from our students, partner schools and agencies, parents and carers, staff and groups in our local community, and we publish our equality objectives as part of our Equality and Diversity Policy, copies of which are available from the school office. It includes specific, measurable, equality objectives and we ensure these are updated at least every four years.

Our policy reflects our Public Sector Equality Duty under the Equality Act 2010 and extends to the protected characteristics it defines. These are race and ethnicity; disability; sex; religion or belief; sexual orientation; pregnancy and maternity; and gender identity and reassignment. Our approach to equality and diversity means we may, from time to time, extend our focus to encompass other vulnerable groups such as disadvantaged students; sick students; and young carers.

We have set ourselves the following objectives for 2017/18:

- To ensure that all staff and governors are aware of current legislation surrounding equality and diversity and understand the Trust's responsibility.
- To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups.
- To promote mental health awareness and develop appropriate interventions.
- Actively close gaps in attainment and achievement between students for all groups of students; especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children, young carers and other vulnerable students.
- Monitor the incidence of the use of homophobic, sexist and racist language by students.
- To continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.