



Equality Aims and Objectives

November 2016

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| Signed: |  |
| Date: | October 2016 |
| Date of Review: | November 2016 |

The Arbor Academy Trust reviews this policy annually. The Trustees may, however, review the policy earlier than this, if the Government introduces new regulations, or if the Trust receives recommendations on how the policy might be improved. This document is also available in other formats e.g. e-mail and enlarged print version, on request to the School Offices and is displayed on the schools' websites.

At The Arbor Academy Trust we work to eliminate discrimination, to advance equality of opportunity and to foster good relations.

According to The Equality Act 2010, we recognise that it is unlawful to discriminate, directly or indirectly, because of any of the nine protected characteristics¹. We will publish information about our schools' population to explain how we have due regard for equality and to publish equality objectives.

Our Aims

- We do not discriminate by association² or perception³ against anyone, be they staff or pupil, on the grounds of a protected characteristic.
- We ensure that pupils and staff are not harassed⁴ or victimised⁵ because of a protected characteristic.
- We promote the principles of fairness and justice for all through the education that we provide in our school.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school and our extended services.
- We promote equality and ensure that systems are fair to all and provide opportunities for everyone to achieve.
- We foster good relations by challenging stereotyping and prejudice whenever it occurs. Through our curriculum, we celebrate the diversity of our community and aim to promote positive social attitudes and respect for all.

Our Objectives

- To use information gathered on the pupil population to identify and close gaps between groups of pupils⁶ within the schools' communities by ensuring that pupils' needs are fully met so they are able to achieve their full potential (RAISE Online data available on request).
- To use Pupil Premium money to target specific groups of pupils in order to improve pupil outcomes.
- To record and monitor prejudice-related bullying and incidents (see Behaviour Policy).
- To promote spiritual, moral, social and cultural development, with particular reference to issues of equality and diversity, in line with the school mission statement.

¹Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

²Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.

³Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception that he or she has a particular protected characteristic.

⁴Harassment refers to unwanted conduct related to a protected characteristic which may violate a person's dignity or create a hostile, degrading or humiliating environment.

⁵Victimisation occurs when an employee is subjected to a detriment, such as being denied a training opportunity or a promotion because he or she made or supported a complaint or raised a grievance under the Equality Act 2010, or because he or she is suspected of doing so.

⁶Boys/girls; ethnic groups; special educational needs