



Equality Objective Statement

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Approval needed by:	LGB
Consultation required:	Director of Governance and Compliance
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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 an 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/carers 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, 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 2020-24

1. To ensure equality of opportunity for all students through the admissions policy.
2. To ensure equality of opportunity for all staff through the recruitment process.
3. To promote and monitor the involvement of all groups of students in the extra-curricular life of the academy, including leadership opportunities, with a particular focus on students with special educational needs.
4. To close gaps in attainment and achievement between students and all groups of students, especially boys and girls; students eligible for free-school meals/disadvantaged students; those with Special Educational Needs and Disabilities; Looked After Children; students from different heritage groups and students whose first language is not English.
5. To reduce the incidence of the use of homophobic, sexist and racist language by students in the academy.

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 an 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 de Ferrers 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.