



## Equality Objectives 2018-19

At Granville Academy, we are committed to ensuring equality of opportunity in line with the Equality Act October 2010. The Equality Act was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

At Granville, we are committed to creating a community that recognises and celebrates difference within a culture of mutual respect and co-operation and prepares our students for life in a diverse society. We recognise that equality will only be achieved by the whole school community working together – our students, staff, governors, parents/carers and the local community.

We seek to demonstrate this through all aspects of academy life and in our commitment to supporting every child to fulfil their potential. This applies to our classrooms, social time, pastoral systems, recruitment of staff and our work in the local and community.

We will work closely with the academy community to ensure students understand the importance of equality, what forms discrimination can take and the impact discrimination can have. In fulfilling our legal obligations, we are guided by a number of principles.

- All students, families and staff are of equal value
- 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 relation to staff, recruitment, retention and development.
- We aim to reduce and remove inequalities and barriers that already exist.
- We consult and involve to ensure views are heard
- We aim to foster greater community cohesion

As an employer we will not discriminate on any of the following:

- Age
- Disability
- Gender
- Race
- Religion and belief
- Sex
- Sexual orientation
- Marriage and civil partnership

We will not tolerate discrimination, harassment or victimisation of any kind.

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- Implement strategies to close the gaps between the performance of disadvantaged students compared to national cohort
- Implement strategies to improve the attendance of SEN and FSM students
- Reduce the incidence of Fixed term exclusions for White British males
- Implement strategies to reduce the gender gaps in academic performance