



**FAIRCHILDES  
ACADEMY  
COMMUNITY  
TRUST**

# **Fairchildes Academy Community Trust**

## **Equal Opportunities Policy**

**2018**

## Introduction

Fairchildes Academy Community Trust aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

This policy is in accordance with The Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. In line with that legislation, it seeks to ensure that this school provides equal opportunity for all children and adults, giving due regard to groups with 'protected characteristics', in terms of gender, race, disability, sexual orientation, religion/belief, age, gender reassignment, pregnancy/maternity and marriage/civil partnership, in accordance with the Act.

## Legislation and guidance

This document meets the requirements under the following legislation:

[The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination

[The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

## Roles and responsibilities

The Trust will:

Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years

Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Executive head teacher and Head of schools.

## Aims

All aspects of school life should be relevant to pupil's everyday experiences and to today's world. It should be equally accessible to different ability groups, to children of both genders, and to pupils of all social, cultural and ethnic backgrounds.

We aim to act positively and have due regard to the need to challenge and eliminate unlawful discrimination – within both our school and our community.

We aim not to discriminate against anyone, be they staff, pupil or parent, governor on the grounds of gender, race, disability, sexual orientation, religion/belief, and age, level of educational need or background.

All pupils are entitled to every opportunity to achieve their potential without being limited by assumed emotional, intellectual, physical or social qualities based on stereotypes of class, gender, age, learning style or race.

All pupils are entitled to learning experiences that help them to participate fully in our multicultural and multiracial society; to form relationships with those around them and to care responsibly for themselves and others.

We will meet as appropriately and as effectively as possible the particular needs of all pupils having regard for gender, race and cultural, linguistic, religious and social background.

We will build on the strengths of the cultural and social diversity of the wider school community.

We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups of pupils.

We will promote a shared understanding of this policy among all members of the wider school community and encourage them to be fully involved in the educational process as administrators, governors, parents, staff and pupils.

We aim to ensure that all recruitment, employment, promotion and training processes are fair to all, and provide opportunities for everyone.

We will enable all staff (ancillary and teaching) to be aware of, to understand, and to implement this policy.

We will ensure that adequate resources are available to implement this policy effectively.

We will monitor and evaluate the degree to which the aims of this policy are being achieved and make changes and corrections as appropriate.

The principles stated above will be at the basis of all policy and practice in the school.

### **Eliminating discrimination**

The Trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff, trustees, and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

### **Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the Trust aims to advance equality of opportunity by:

Removing or minimising disadvantages suffered by people, which are connected to a particular characteristic they have (e.g. pupils with disabilities)

Taking steps to meet the particular needs of people who have a particular characteristic

Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

Publish attainment data each academic year showing how pupils with different characteristics are performing

Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information

This policy will be reviewed by the trust every four years or sooner if it is considered necessary.

**Next review 2022**