

St George's Academy Equality Statement

At St George's Academy we are committed to ensuring equality of opportunity in line with the Equality Act 2010. We seek to demonstrate this through all aspects of school life; in particular our commitment to every student fulfilling their true potential. We seek to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity. 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 a school, it is our aim to ensure that all students have the opportunity to achieve their very best potential. In supporting this, we will also guide parents 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 and 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.

Our school aims to meet its obligations under the public sector equality duty and is committed to ensuring quality of provision throughout our school. To do this, we acknowledge the need to have objectives in order to ensure that we are able to address any areas where there are either inequalities or perceived inequalities. These objectives will be updated every four years. For 2020-2021, our objectives are as follows:

1. To plan and deliver a comprehensive Life Skills scheme which will ensure all students have knowledge and understanding of equality and diversity
2. Promote and monitor the involvement of all groups of students in the extra-curricular life of the Trust, including leadership opportunities, especially students with special educational needs and disabilities and those eligible for Pupil Premium funding
3. Monitor and prevent any behaviour which may constitute prejudice or discrimination towards those with protected characteristics
4. To ensure that Pupil Premium funding is used effectively to try to bridge the equality gap

The school leadership and Governing Body review the school's Student and Staff Equality Policies and all other policies within the cycle agreed by governors. Should any issues arise that mean that the policies require amendment then these will be recommended for approval at the following governors meeting.

May 2020