

Viking Academy Trust



EQUAL OPPORTUNITY STATEMENT & OBJECTIVES

Approved by the Trust: Term 4 2018

Reviewed biennially: Term 4

Last review date: Term 4 2018

Signed:

A handwritten signature in black ink, appearing to be 'A. M. J.', is written over a faint, illegible printed name.

Chair of Trust

EQUAL OPPORTUNITY STATEMENT & OBJECTIVES

Viking Academy Trust

Schools in the Viking Academy Trust (VAT)

Chilton Primary School
Ramsgate Arts Primary School
Upton Junior School

This **POLICY** is for all the aforementioned Viking schools.

Equal Opportunity & Anti-Discrimination

The Viking Academy Trust is committed to ensuring equality of provision throughout our schools.

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations Amendment Act 2000, Disability Equality Duty 2005 and Equality Act 2010.

The Viking Academy Trust is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation.
- Promote equality of access and opportunity within our school and within our wider community.
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

The Leadership Team, Trustee and Governors at the Viking Academy Trust regularly review the progress that we are making to meet our equality objectives with regard to protected groups (race, disability, gender reassignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation.) under the Equality Act 2010.

Equality Objectives

It is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

These are called 'protected characteristics'.

Viking Schools Equality Objectives

At the Viking Academy Trust we are committed to ensuring equality of education and opportunity for all pupils, staff parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives across all Viking schools.

Viking Academy Trust-wide Equalities Objectives for 2017-2020 are:

- ✓ Ensure that all staff are given clear progressions for leadership and professional development, so that the VAT Trust-wide & individual school Leadership Teams are representative of the wider school teams.
- ✓ To ensure children with SEND continue to make good rates of progress.
- ✓ Identify and reduce barriers to learning and participation for vulnerable groups.
- ✓ Educate all about discrimination and prejudice and promote a harmonious environment.
- ✓ Strive for all pupils, regardless of ethnicity, age, gender to achieve the highest possible standards in their learning and make good progress.

Equality objectives may arise from analysis schools have carried out on their published data or other information, where they have identified an area where there is potential for improvement on equalities, or they may - for example - be set in anticipation of a change in local circumstances. Some examples might be:

- *to increase participation by black pupils in after school activities;*
- *to narrow the gap in performance of disabled pupils;*
- *to reduce exclusion rates for black boys;*
- *to increase understanding between religious groups;*

- *to reduce the number of homophobic incidents;*
- *to raise attainment in English for boys;*
- *to encourage girls to consider non-stereotyped career options;*

Equality Statement

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.