



# The Sutton Academy

## Equality Objectives Policy

Status	<b>Statutory</b>
Responsible Trustees' Committee	<b>Trust Board</b>
Date first approved by TB	<b>15/10/2019</b>
Responsible Person	<b>Mr P Willerton</b>
To Review Date	<b>October 2021</b>
Last Amended Date	<b>October 2019</b>

## Equality Objectives

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics. For schools and academies, 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.

Under the Act, the academy is expected to comply with the Public Sector Equality duty. This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, we are required to

- Publish information to show compliance with the Equality Duty. This is done via our Equal Opportunities Policy
- Publish Equality Objectives which are specific and measurable

The Sutton Academy's Equalities policy is in line with national guidance and contains information about how the academy complies with Public Sector Equality duty.

The Sutton Academy's equality Objectives reflect the academy's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken to ensure that we are working to achieve improved outcomes for different groups.

For 2019-2020, our Equality Objectives are:

1. To promote cultural understanding and awareness of different ethnic groups and religious beliefs and increase student understanding of issues in different communities.
2. To close gaps in attainment and progress between students and all groups of students; especially disadvantaged students, boys and girls and students with special educational needs and disabilities.
3. To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially disadvantaged students and students with special educational needs and disabilities.

Specific actions relating to these objectives can be found within the Academy Improvement Plan.