



THE
de Ferrers
A C A D E M Y

Equality Objective Statement 2019~2020

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Equality Objectives Statement

At The de Ferrers Academy we are committed to ensuring equality of opportunity in line with the Equality Act (2010) which came into force on April 5th 2011 to unify existing equality legislation. Its aim is to ensure that people have equality of opportunity in accessing and experiencing public service.

The vision for The de Ferrers Trust, of which the Academy is a part, embodies this commitment to equality:

To ensure that all the children and young people in our care have the opportunity to fulfil their potential through achieving highly, regardless of their ability or background.

This is reflected in the Trust Equality Policy which is implemented at the Academy:

This Policy outlines the commitment of the staff, governors and trustees of The de Ferrers Trust to ensure that equality of opportunity is available to all members of our academy communities, both during academy hours and through extended services. For our Trust this means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of students in our academies and celebrating and valuing the equal opportunity achievements and strengths of all members of our academy communities.

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

Equality Objectives

1. To improve attendance of APKN and Disadvantaged students to be at least in line with the national average
2. To implement a range of strategies to ensure that Disadvantaged students close the gap with the national cohort
3. To reduce the incidence of fixed term exclusions for SEND and Disadvantaged students.
4. To implement strategies to reduce the gender gaps

November 2018