JAMES ELLIMAN ACADEMY

Equality Objectives Statement 2025-2029

At James Elliman Academy, our staff are committed to equality. We aim to provide equal opportunities for all within our school community – children, staff, parents and carers, regardless of gender, religion, race, belief, disability, or socio-economic background.

We do this by:

- Ensuring that everyone in school is treated fairly and with respect.
- Recognising that people have different needs and that treating people equally does not always involve treating everyone in exactly the same way.
- Ensuring that school is a safe place for everyone.
- Consulting with people from different groups and involve them in our decision making.
- Recognising that extra support is needed for some pupils to help them achieve their full potential and be successful.
- Following a set of 6 values that are threaded through all of our school community: **Resilience, Integrity, Gratitude, Kindness, Diversity and Creativity.**

In order to eliminate discrimination and other conduct that is prohibited by the Equality Act 2010, we will ensure the equality of opportunity between people who share a protected characteristic and people who do not share it. We will foster good relations, consulting with all involved, across all characteristics, in order to further support pupils, raise standards and ensure an inclusive curriculum.

Equality Objective One: Eliminating Discrimination

To provide all pupils, regardless of their starting points or possible disadvantages, with access to an education which equips them with all of the qualities needed in order to live a full life as an effective citizen in the community they live, and the wider world in which they will venture.
To develop understanding of tolerance and respect for others through the promotion of British values.

Equality Objective Two: Improving Equality of Opportunity for People with Protected Characteristics

To continue to monitor and analyse pupil achievement by race, gender and disability and act upon any information that will provide additional support for pupils.

To listen and encourage the aspirations of all of pupils to ensure that they grow as leaders, with the knowledge and understanding to make meaningful decisions about their future.

To encourage all pupils and staff to be lifelong learners who have a curiosity for learning, and a desire to achieve their potential.

Equality Objective Three: Consulting and Involving those Affected by Inequality in the Decisions your School takes to Promote Equality and Eliminate Discrimination.

To monitor levels of parental engagement in school life to ensure equality and fairness in access and engagement.

To promote community cohesion and a sense of belonging in the school, and in the local area.

To ensure that the Academy pupil voice reflects the diversity of our community, and that their views are listened to.