



**Eastgate
Academy**

EASTGATE ACADEMY

Equality Statement

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| Head Teacher L Hothersall | Sign and Date | <i>M d Hothersall</i> |
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| Next Review Date | January 2025 |
| Committee Responsible | Governing Board Jan2024 |
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Change History

| Version | Date | Change Description | Stored |
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| 2 | | | |
| 3 | | | |
| 4 | | | |
| 5 | | | |
| 6 | | | |

Equality information and objectives

Contents

Our commitment to equalities and community cohesion

Part 1: Information about the pupil population

Part 2: Our main equality challenges

Part 3: How we have due regard for equality

Part 4: Who we have consulted and worked with

Part 5: Record of how we have considered equality issues when making decisions

Part 6: Our Equality objectives

Our school commitment

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010**
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

At Eastgate Academy

- We try to ensure that everyone is treated fairly and respectfully
- We want to make sure that our school is a safe and secure place for everyone
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same
- We aim to make sure that no-one experiences less favourable treatment or discrimination because of:
 - Their age
 - A disability
 - Their ethnicity, colour or national origin
 - Their gender
 - Their gender identity (they have reassigned or plan to reassign their gender)
 - Their marital or civil partnership status
 - Their being pregnant or having recently had a baby
 - Their religion or belief
 - Their sexual identity and orientation.
- We recognise that some pupils need extra support to help them to achieve and be successful

- We try to make sure that people from different groups are consulted and are involved in our decisions, especially pupils, parents and those of us who can be treated less favourably.
- Our aim is for all children to **achieve more**.
- The values we teach our children are: **D**etermination, **R**esilience, **E**nthusiasm, **A**mbition, **M**otivation and **S**elf Belief.

AGENDA ITEM 14 (Equalities Statement)

We welcome our duties

- To promote community cohesion (under the Education and Inspections Act 2006)
- To eliminate discrimination, advance equality of opportunity and foster good relations (under the Equality Act 2010)

We also welcome the emphasis of Ofsted inspections on the importance of accelerating the progress of pupils from groups who are underachieving.

As part of this we will:

- Publish information every year about our school population
- Outline how we have due regard for equality and how we promote community cohesion
- Publish equality objectives to show how we plan to tackle particular inequalities and improve what we do

Part 1: Information about the pupil population

Number of pupils on roll at the school: 270

Information on pupils by protected characteristics

The Equality Act protects people from discrimination on the basis of 'protected characteristics'. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

Disability The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

Date of review January 2025