

Christ the King Catholic Voluntary Academy



Christ the King
Catholic Voluntary Academy

Equality Act Statement 2019

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Equality Act Statement (Public Sector Equality Duty)

Christ the King Catholic Voluntary Academy is committed to eliminating discrimination in line with the Equality Act 2010. We aim to reduce disadvantage, and inequality of opportunity, and promote diversity in terms of our students, our workforce and the community in which we operate.

We will support our students to achieve their very best. Where students experience barriers to success we will work with them to address these in a sensitive and sympathetic way. We will teach our students the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also encourage our students to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. A school may arrange pupils in classes based on age.
2. A school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

As a Governing Body and employer we will also not accept any of the following:

- Direct or Indirect Discrimination;
- Harassment; and
- Victimisation.

We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with its specific duties under the Equality Act 2010, we will publish our equality objectives and will publish information about how we are meeting those objectives. Published Information will be updated annually and objectives will be updated every four years. This information is available on our website.

Objectives

- To ensure that all students have equal access to an appropriate, broad, balanced, relevant and differentiated curriculum
- To promote equality of opportunity by ensuring that teaching and learning promote equality, celebrate diversity and promote community cohesion by fostering good relations both within the academy and the wider community
- To investigate any form of discrimination, harassment or victimisation by or to any student or member of staff at Christ the King Catholic Voluntary Academy
- To ensure that no-one is unfairly or illegally discriminated against as a consequence of any of their protected characteristics
- To ensure that FSM6 students make the same level of progress as their non-FSM6 counterparts

Date agreed: _____ Signed: _____
Chair of Governors

Review Date: _____