



**Richard Wakefield C.E Academy**

**A de Ferrers Trust Academy**

## **Equality Objectives**

Author:	Principal
Approval needed by:	LGB
Consultation required	Director of Governance and Compliance
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At Richard Wakefield C.E Academy we are committed to meeting our responsibilities under the Equality Act 2010 to eliminate discrimination and ensure equality of opportunity for all members of our academy community.

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

#### Objectives for 2019-2020

1. To improve attendance of disadvantaged pupils to be at least in line with the national average
2. To raise attainment for disadvantaged pupils so that these are similar or in line with other pupils nationally
3. To implement strategies to reduce gaps in gender attainment.
4. To promote the involvement of all pupils in the extra-curricular opportunities available at our academy.