



## **Equality Information (Public Sector Equality Duty) Statement May 2021**

### **Aims of the Single Equality Scheme**

Churchill Park Academy (CPA) is committed to equal opportunities for all, regardless of age, race, religion, gender, sexual orientation, class or disability. CPA also recognises that it has a statutory duty under the Equality Act 2010 to pay 'due regard' to the following when exercising public functions:

- Eliminate discrimination, harassment and victimisation and other prohibited conduct
- Advance equality of opportunity
- Foster good community relations

We will not treat anyone less favourably than any other, on the grounds of any protected characteristic, except when such treatment is within the law, and determined by lawful requirement

### **Equality Objectives – 2021-2025**

CPA is committed to reducing any barriers which exist to prevent equal opportunities for all in respect of the Equality Act (2010) within our available resources.

- to articulate CPA's commitment to equality which permeates all school policies and practices
- to ensure that everyone who belongs to, or comes into contact with, our community is valued and respected
- to promote equality of opportunity between people who share a protected characteristic and people who do not share it and eliminate unlawful discrimination, harassment or victimisation
- to promote understanding, tackle prejudice and foster positive relations between different communities. Monitor the incidence of the use of homophobic, sexist and racist language by pupils
- to make reasonable adjustments for disabled people
- to promote mental health and wellbeing awareness and develop appropriate interventions where necessary
- to promote a workforce culture that values and respects difference . All members of the school community have a duty to act if a pupil or staff member are being discriminated as a result of their ability, gender, sexual orientation, disability, race or ethnic background.
- ensure that no employee or job applicant receives less favourable treatment on grounds of ethnic origin, colour, disability, creed, marital status, nationality, race, religion, culture, gender, gender recognition or sexual orientation;
- have regard to equal terms for men and women in employment in accordance with the legislation;
- have regard to Sex Discrimination (Gender Reassignment) regulations which prevent discrimination against transsexual people in employment and vocational training;
- eradicate racial, religious or sexual harassment or discrimination and discrimination on the basis of disability and sexual orientation and values, celebrate and learn from the cultural diversity of its staff.



At Churchill Park Academy we believe that all members of our community are entitled to the following:

- To be treated with respect
- To feel safe and comfortable
- To be valued and applauded for their achievements
- To have access to the school facilities and equipment
- To communicate and be listened to
- To learn and teach without interference