

Academy Equality Objectives

At Hull Trinity House Academy, we recognise that the public sector equality duty, in line with Equality Act 2010, has three aims that require public bodies to have due regard for the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- 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.

Hull Trinity House Commitment to Staff

- As an educational institution, we are bound to ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and disciplinary processes are determined on the basis of qualifications, experience, skills, capability and productivity.
- Under the Equality Act 2010, the categories of age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership and pregnancy and maternity fall under the 'protected characteristics' cited earlier in this document.
- It is unlawful to discriminate against any employee or student, directly or indirectly in view of any of these 'protected characteristics'.
- Discrimination is defined as unequal or differential treatment which leads to one person being treated more or less favourably than others might be treated in the same or similar circumstances in light of a protected characteristic.

Hull Trinity House Academy Pledge to Students

- All students, regardless of any 'protected characteristics', will be equally and fairly monitored and supported to ensure that they make progress and fulfil their potential.
- All students, regardless of any 'protected characteristics', will be equally valued and have equal and fair access to all of the opportunities that the academy has available.
- All students, regardless of any 'protected characteristics', will have equal access to the curriculum, options, specialist support and independent advice, including Careers Education Information Advice and Guidance (CEIAG) to ensure that all decisions made about curriculum choices are in the best interest of every individual student.
- Through assemblies, SMSC, RS and the Life Curriculum all students will learn about and develop an understanding of different faiths from around the world.
- Through assemblies, SMSC, RS and the Life Curriculum all students will learn about and develop an understanding of British Values and what it means to be a citizen living in modern 21st Century Britain.

Hull Trinity House Academy's AAB (the Academy Advisory Board) will annually review how successfully these aims are achieved with regard to the protected groups under the Equality Act (2010).

Alongside these protected groups, as an Academy, we feel it is right and proper to seek to advance the equality of opportunity for students categorised as:

- having special educational needs
- meeting the criteria for the Pupil Premium funding
- students that come from minority ethnic groups
- those that speak English as an additional language (EAL).

It is our aim to provide the highest standards of education for all of our students, regardless of their circumstances or any barriers to learning that they may face. The ethos of our academy, echoed by the vision and values of Delta

Academies Trust, underlines our commitment to fully including and valuing all members of our Academy community.

We have set ourselves the following objectives for 2018/19:

- To ensure that our staff and Academy Advisory Board members are aware of current legislation surrounding equality and diversity and understand the Academy's and Trust's responsibilities in line with the public sector equality duty
- Actively seek to close gaps in attainment and achievement between cohorts of students; especially students eligible for the Pupil Premium, students with special educational needs and disabilities, students from minority ethnic groups and those that speak English as an additional language (EAL).
- To promote understanding, awareness and tolerance of the different cultural backgrounds and religious beliefs of different ethnic groups within our academy community.
- To continuously review and revise the KS3, KS4 and Life/SMSC curriculums so that students develop a greater understanding of modern, 21st Century Britain as a multicultural, tolerant and pluralistic society where people's values and heritage are acknowledged and respected.
- Monitor carefully the incidences of homophobic, sexist and racist language used by students within our Academy and enforce the Academy's behaviour and anti-bullying policies as required if necessary. To promote and raise stakeholder awareness of mental health issues and make appropriate interventions where necessary for both students and staff, working closely with agencies such as CAMHS and HeadStart Hull in relation to children's services and Care First in terms of support for staff.
- Seek to improve accessibility across the Academy sites for students, staff and visitors with disabilities, including access to specialist teaching areas.

For further information, please refer to the **Equality and Diversity Policy and Procedure** under the **Statutory Information** tab on the Academy's website.