



## Eton Park Junior; A de Ferrers Trust Academy

### Equality Statement

At Eton Park Junior; A de Ferrers Trust Academy we are committed to ensuring equality of opportunity in line with the Equality Act of October 2010 for all members of the academy community. This commitment applies to our work in the classroom, our pupil support systems, our recruitment and retention of staff and our work in the local and wider community.

We believe that equality should permeate all aspects of academy life and is the responsibility of every member of the academy and wider community. Every member of the academy should feel safe, secure, valued and of equal worth. Through our work in the classroom we will ensure that pupils understand the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also seek to foster within our pupils their own commitment to promoting equality. Where pupils experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. As a school we will ensure that all pupils have the opportunity to achieve the very best that they are capable of and we will also guide parents on how they can support their child's achievement. At Eton Park we believe that equality is a key principle for treating people the same, irrespective of their:

- Age
- Disability
- Gender re-assignment
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation
- Marriage and civil partnership

Nor as a school or employer will we accept any of the following:

- Direct Discrimination,
- Associative discrimination,
- Discrimination by perception,
- Indirect Discrimination,
- Harassment,
- Harassment by a third party,
- Victimisation.

We work with the Governing Body to monitor and review our current school Equality policy in line with the requirements of the Equality Act 2010.