



Equality Statement

2020-2021

This policy is updated and approved by the Governing Body every
4 Years

This version was approved March 2020

The next update will be March 2024

Approved: Mr P. Brown – Chair of Governors

Approved: Mr N. Pledger – Headteacher

Signed copies held on school file

Equality Statement

At Sir Thomas Fremantle School we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief).

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Our Equality Objectives

The Equality Act 2010 requires us to publish one or more specific and measurable equality objective. We aim to address areas where we need to take action to improve equality and tackle disadvantages.

Prejudice is not tolerated at Sir Thomas Fremantle School and our objectives are designed with this in mind,

We will regularly review the progress we are making to meet our equality objectives.

Objective 1: To have zero incidents of racist, sexist, homophobic, religious intolerance or prejudiced behaviour or language through the implementation of an open culture of understanding, acceptance and positivity.

Action: A comprehensive PSCH EE programme that reflects and celebrates the diverse nature of British society.

Objective 2: To rigorously monitor the achievement of all students and analyse their performance in groups, including recognising those with protected characteristics and ensure measures are implemented to close any gaps so all students achieve and succeed.

Action: Regularly monitor the progress and achievement of all students focussing on groups such as girls, boys, SEN, disadvantaged, Pupil Premium and high attainment at Key Stage 2 and comparing these results to in school and national figures. Use the monitoring to inform intervention to ensure all students make progress.

Objective 3: To monitor and support students with SEND needs through our SEND department.

Action: Provide in class support, education/emotional/social interventions and exam access arrangements support to students who have SEND needs.