

## Equality Objectives

The Equality Act (2010) was introduced to ensure that there is protection from forms of discrimination, harassment and victimisation which are based on the on the grounds of specific (protected) characteristics.

For all schools, this means that it is unlawful for there to be discrimination against students, staff and families on the grounds of their:

- Age
- Ethnicity or Race
- Gender
- Disability
- Religion or Belief
- Gender Reassignment
- Marriage or Civil Partnership
- Sex and Sexual Orientation
- Maternity, Paternity or Pregnancy

The Equality Act states that schools and other public bodies must:

- Encourage good relations and ensure everyone has equality of opportunity.
- Eliminate unlawful discrimination, harassment and victimisation.
- Help make sure everyone has an equal chance to make the most of their lives and talents.

At Grafham Grange our objectives are:

- To ensure that all individuals are treated in a consistent and fair manner and with respect.
- To ensure that individuals within the school environment feel safe; supported; included and welcomed.
- To offer opportunities fairly to all individuals.

Our key priorities are:

- To actively promote and maintain a positive school ethos.
- To ensure that all students, staff, families and visitors are aware of, and comply with, our equality and diversity policy.
- To ensure that the school site is accessible for students, staff and visitors.
- To provide extended services which endeavour to meet the needs of our students and their families.
- To educate students, and thus, reduce incidents of homophobic, sexist or racist language.
- To work towards closing any academic gaps between different groups of students.
- To work with students to help them to recognise and accept the diversity seen in both the student and staff body.