



Albemarle School – Equality Statement

Albemarle Primary is an inclusive school where all are welcome. We celebrate diversity and champion equality. Everybody who enters our school is to behave in a way, which respects the protected characteristics of the Equality Act 2010. These protected characteristics are set out in Appendix 1.

Albemarle Primary School is committed to ensuring equality of provision throughout the school community. To achieve this, our equality objectives are as follows:

Objective 1: To continue to monitor and analyse pupil achievement and progress by key ethnicity groups, gender and SEND and act upon any trends or patterns in this data that require additional support for pupils.

Objective 2: To continue to promote spiritual, moral, social and cultural development through all appropriate opportunities, with particular reference to issues of equality and diversity.

Objective 3: Undertake an analysis of recruitment data and trends in regard to race, gender and disability, and report on this to the governing body.

While we understand our duty to further equality for those with a protected characteristic, Albemarle Primary School is committed to ensuring equality of provision for those from a disadvantaged background, which is beyond the scope of the Equality Act . In addition to our Equality objectives, we will ensure fairness for all by:

Closing the gap in reading, Writing and Maths attainment between disadvantaged children and their peers.

Appendix 1

Protected characteristics

Age A person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds).

Disability A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment The process of transitioning from one gender to another.
Marriage and civil partnership

Marriage is a union between a man and a woman or between a same-sex couple.

Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

Pregnancy and maternity Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex A man or a woman. **Sexual orientation** Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.