



EQUALITY STATEMENT

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Equality Statement

We are committed to promoting equality, valuing diversity and ensuring fairness for all members of our school community. We actively work to eliminate discrimination, advance equality of opportunity and foster positive relationships.

Our approach to equality is guided by our core values:

Belong – We create an inclusive environment where everyone feels respected, valued and able to participate fully in school life.

Commit – We are committed to meeting our duties under the Equality Act 2010, protecting individuals from discrimination related to the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, and making reasonable adjustments to meet individual needs.

Thrive – By promoting equality and celebrating diversity, we enable pupils to develop confidence, resilience and a positive sense of identity.

Impact:

Through inclusive policies, equitable practice and regular review, pupils experience improved access to learning, stronger wellbeing and a sense of belonging. This ensures all pupils are supported to achieve positive outcomes and thrive within a respectful and inclusive school community.

At Turning Point Academy we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

We do this by:

- Treating all those within the school community (e.g. pupils, staff, trustees, parents and the community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experience.
- Creating and maintaining a school ethos which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Encouraging everyone in our school community to develop a positive self-image and high self-esteem by forging positive relationships.
- Having high expectations for everyone involved with the whole school community.
- Promoting mutual respect and valuing each other's similarities and differences and facing equalities issues openly and honestly.
- Monitoring and reviewing all the above to secure continuous improvement in all we do.
- Ensuring all elements of the school curriculum supports the Social, Moral, Spiritual and Cultural development of children and therefore encourages them to respect and value difference and diversity.

Our Equality Objectives are:

- To promote cultural understanding and awareness of different religious beliefs and cultures.
- To monitor and promote the involvement of all groups of pupils in the extra-curricular life of the school, including leadership opportunities.
- To close gaps in attainment and achievement between pupils and all groups of pupils; especially pupils eligible for free-school meals, pupils with secondary special educational needs and disabilities, looked after children and pupils from different heritage groups.
- To further improve accessibility across the school for pupils, staff and visitors with disabilities, including access to specialist teaching areas.

- To continue to monitor any use of homophobic, sexist and racist language by pupils in the school and put in place interventions to ensure this is targeted.

The Equalities Act – Protected Characteristics

The policy also has due consideration for the protected characteristics detailed in the Equality Act 2010. The Equality Act, which came into force on 1 October 2010, replaced previous anti-discrimination legislation such as the Race Relations Act of 1976 and the Disability Discrimination Act of 1995. The protected characteristics are –

Disability

The Act includes a new protection arising from disability and now states that it is unfair to treat a disabled person unfavourably because of something connected with a disability. An example provided is the tendency to make spelling mistakes arising from dyslexia. Also, indirect discrimination now covers disabled people, which means that a job applicant could claim that a particular rule or requirement disadvantages people with that disability. The Act includes a provision which makes it unlawful, with limited exceptions, for employers to ask about a candidate's health before offering them work.

Gender Reassignment

It is discriminatory to treat people who propose to start to or have completed a process to change their gender less favourably, for example, because they are absent from work for this reason.

Pregnancy & Maternity

The Act continues to protect women against discrimination because they are pregnant or have given birth.

Race

The Act continues to protect people against discrimination on the grounds of their race, which includes colour, nationality, ethnic or national origin.

Religion or Belief

The Act continues to protect people against discrimination on the grounds of their religion or their belief, including a lack of any belief.

Sex

The Act continues to protect both men and women against discrimination on the grounds of their sex, for example paying women less than men for doing the same job.

Sexual Orientation

The Act continues to protect bisexual, gay, heterosexual and lesbian people from discrimination on the grounds of their sexual orientation.