

## **Kirk Hallam Academy Equalities Statement- 2021-2022**

Kirk Hallam Academy is committed to the promotion of equality of opportunity and places great value on the diversity of its community. The provision of equality of opportunity and respect for the needs and rights of the individuals are fundamental to the values of Kirk Hallam Academy.

Kirk Hallam Academy fulfils its general and specific duties in relation to equality of opportunities and actively demonstrates due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their duties, in all strands as identified in the Equality Act 2010.

How we approach this is outlined below:

### **Equality Objectives**

- To improve the attendance of all of our students
- To improve the achievement of students with SEND and our disadvantaged students
- To raise expectations amongst our staff and students to improve overall achievement
- To ensure our students who are eligible for pupil premium (in receipt of free school meals in the last 6 year or are a child in care) have adequate support so that they attend school regularly and they make progress in line with their peers
- To review and enrich the curriculum so that it represents a diverse culture and society and encourages tolerance and respect
- To improve communication with parents and carers who are marginalised by personal circumstances such as lack of transport, language barriers or low confidence by liaising with them regularly. To improve attendance to parents evening, in particular for those students who are eligible for pupil premium, have a special educational need or disability or whom English is an additional language
- To ensure that students have the opportunity to participate in student voice and shape the school
- To ensure that staff treat everyone fairly and that we promote social mobility through effective planning, teaching and assessment
- To ensure that we create equality through fair and consistent application of all our policies and procedures.

**Review date September 2022**