Highams Park Academy Trust

Equality Statement

Date of Review	SLMT Lead	Trustee Approval
27 January 2022	Phil Grundy	27 January 2022
1 December 2022	Phil Grundy	1 December 2022
5 October 2023	Nigel Armsby	5 October 2023
3 October 2024	Neil Tobias	3 October 2024
2 October 2025	Neil Tobias	2 October 2025

Date of next review: October 2026

Highams Park
Academy Trust

Equal Opportunities Statement

Overview

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against individuals or treat them less favourably because of their gender; race; age; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

This policy includes details of how we meet our duties at Highams Park School under the Equality Act 2010 and support our commitment to providing an environment in which each individual has complete equality of opportunities and does not suffer any discrimination, whether directly or indirectly.

Equal Opportunities

Highams Park School aims to provide an appropriate learning experience for all students whatever their race, origin, culture, gender, religion, sexuality or ability and it has high aspirations for all students.

Highams Park School aims to provide all students in its academy with opportunities to learn in an environment free of prejudice. It is the responsibility of all Highams Park School staff to educate against any form of prejudice or negative stereotyping and to ensure that their conduct with students and each other reflects this responsibility at all times.

Highams Park School is aware of its responsibility for the promotion of racial harmony and understanding. It is committed to creating a positive climate that will enable everyone to work free from intimidation and harassment and to achieve their full potential.

It will use all its powers and the resources at its disposal to eliminate any type of incident.

It will ensure that any complaint of harassment is promptly investigated and that everyone is aware of their responsibility and the procedures to challenge and report it when it occurs.

We will work with parents, guardians, communities and other agencies to ensure that it is clearly understood that any form of harassment is unacceptable.

Highams Park School is also committed to **equality of opportunity** for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships