

# Dayspring Trust Equality Objectives 2017- 2020

We recognise that the public sector equality duty has three aims and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not

Dayspring Trust academies will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation.)

We aim to provide the highest possible education for all of our pupils. The ethos of our academies clearly reflects our commitment to fully including and respecting all members of our academy communities.

We have set ourselves the following objectives for year 2017 - 2020:

1. To ensure that all staff, directors and stakeholders are aware of current legislation surrounding equality and diversity and understand the Trust's responsibility
2. To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our academy communities.
3. To promote mental health awareness and develop appropriate interventions where necessary.
4. Actively close gaps in attainment and achievement between pupils for all groups of pupils, especially pupils eligible for Pupil Premium, pupils with special educational needs and disabilities, looked after children and pupils from minority ethnic groups.
5. Continue to improve accessibility across the academy sites for pupils, staff and visitors with disabilities, including access to specialist teaching areas.
6. Monitor the number of incidents of LGBT, sexist and racist language used by pupils in our academies.
7. To continuously review and revise the curriculum, including personal development, so that it represents a diverse culture and society and encourages tolerance and respect.

For further information please read our Equality policy.