

The Frances Bardsley Academy for Girls

The General Equality Duty requires public bodies to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

At Frances Bardsley Academy we need to:

- Define equality objectives that support the aims of the act and review them every 4 years.
- Ensure the objectives are specific and measurable.
- Publish the objectives so that they are accessible to the public.

We aim to help all students to fulfil their potential. In doing this we work with all students regardless of race, religion, special educational needs, disability or sexual orientation to ensure achievement for all.

We recognise our duty in setting specific, measurable equality objectives and include these in our school development plan.

Equality Objectives

1. To promote self-esteem in girls through pastoral support, the curriculum, in particular the PSHE programme and activities including assemblies and all enrichment provision.
2. To increase the extent to which all students, in particular those with protected characteristics as defined by the Equality Act, feel valued and confident, and in consequence more likely to achieve their potential.
3. To foster good relations between different communities within the school.
4. To maintain robust and secure procedures for identifying and supporting EAL and SEND students and to ensure they have equal access to the curriculum, school facilities, extra-curricular activities and effective support systems.
5. To promote cultural understanding between different ethnic groups in the school community.
6. To increase the involvement of vulnerable students in out of school clubs and activities.
7. To ensure the effective use of the pupil premium.