

# Equality Objectives

## Brownhills Ormiston Academy



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**BROWNHILLS Ormiston Academy**

**EQUALITY OBJECTIVES STATEMENT**

## Opening statement

At **Brownhills Ormiston Academy** we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

**Brownhills Ormiston Academy** aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

## Aims to eradicate discrimination

1.1. **Brownhills Ormiston Academy** believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.

## **Dealing with prejudice**

**Brownhills Ormiston Academy** does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

## **Equality and dignity in the workplace**

**Brownhills Ormiston Academy** does not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.

### **What's next?**

Prejudice is not tolerated at **Brownhills Ormiston Academy** and we are continuously working towards a more accepting and respectful environment for our schools community.

The Academy's **Equal Opportunities Policy** further outlines the school's policies regarding equality.

