

## EQUALITY STATEMENT, OBJECTIVES, & COMPLIANCE WITH THE EQUALITY ACT 2010

March 2024

Agreed by the Full Governing Body March 2024

Aylesbury High School is committed to ensuring equality of opportunity for all individuals in line with the Equality Act 2010. We value the individuality of all our staff, students, governors, parents/carers, visitors, suppliers, contractors, and former staff members and we seek to remove any barriers to access, participation, attainment, and achievement. We commit to creating a warm and welcoming environment for all and acknowledge that by actively promoting and embracing diversity we are a more effective group as a whole.

We will fulfil our duties in recognising the unique talent in each individual in our School community, and developing independence, strength and confidence such that they are all able to achieve their potential and access their desired next steps. The School is committed to eliminating discrimination, promoting equality, and celebrating diversity and aims to create an environment in which all individuals are free from discrimination or harassment, and in which all decisions are based on merit.

Should members of our community experience barriers to their success, we will work with them to address these in a sensitive and sympathetic way.

We will embody within our community the importance of equality and what forms discrimination can have. We will also encourage all in AHS to make their own commitment to promoting equality.

As a School we aim to reflect the diversity of our local community and society and ensure that the education we offer reduces the chances of social divisions by recognising, celebrating, and valuing different backgrounds, lifestyles, and identities. The School does not discriminate against staff, students, governors, parents/carers, visitors, suppliers or contractors on any of the grounds, including those listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. The Protected Characteristics that apply to schools are:

- Age (in relation to staff only)
- Disability
- Gender re-assignment
- Marriage and civil partnership (in relation to staff only)
- Pregnancy and maternity
- Race including colour, nationality, ethnic or national origin
- Religion, faith or belief
- Sex
- Sexual orientation

As an Academy Trust and employer, we will also not accept any of the following:

- Direct or Indirect discrimination

- Harassment
- Victimisation

We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with its specific duties under the Equality Act 2010, we will publish our equality objectives and we will publish information about how it is complying with the Public Service Equality Duty. Published information will be updated annually and objectives will be updated every four years. This information is available on our website.