



**Avenue**

CENTRE FOR EDUCATION

# **EQUALITY STATEMENT AND OBJECTIVES 2022 - 2026**

<b>Author:</b>	Management Committee
<b>Date Updated:</b>	31 <sup>st</sup> March 2022
<b>Approval Level:</b>	Management Committee
<b>SLT Review Date:</b>	17 <sup>th</sup> March 2022
<b>Governance Review Date:</b>	28 <sup>th</sup> April 2022
<b>Governance Approval Date:</b>	28 <sup>th</sup> April 2022
<b>Review Cycle:</b>	Every Four Years
<b>Next Review Date:</b>	March 2026

The school is required to hold and publish information about how we comply with the Public Sector Equality Duty.

## **1. Equality Statement**

We are committed to the promotion of equality and diversity. We have chosen to combine these requirements into a single resource within this statement. Equality is a whole Pupil Referral Unit issue. It is in this light that this statement is intended to give guidance in promoting equality and diversity within all aspects of the life of ACE and to meet the legal and moral requirements.

This statement will address the six areas for equality covered by legislation;

- Race
- Gender
- Disability
- Age
- Sexual orientation
- Religion or belief

The central purpose of ACE is to help all students to develop their unique potential to the full. The aim of our Accessibility, Diversity and Equality (ADE) Policy is to help ensure that all have this opportunity and that all are treated fairly and justly. Unfair treatment on the grounds of disability, gender, race, sexual orientation, colour, religion/ belief, ethnic or national origins is unacceptable.

We recognise the uniqueness of each individual and value their contributions to ACE and the community. Our aim is to enable everyone to value, respect and live in harmony with others. We recognise ACE has a responsibility to promote good relations and positive mutual respect between members of different groups.

## **2. Equality Objectives**

ACE are committed to developing policies and practice that raise attainment for all students and close the gap between those facing disadvantage and their peers.

Under the Equality Act 2010, we have a legal duty to publish information to demonstrate compliance with Public Sector Equality Duty of that Act.

As a Pupil Referral Unit, we recognise our general and specific duties having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people of all characteristics.

These duties extend to everyone in our Unit and its community, and specific regard needs to be given to those who have protected characteristics – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

ACE is committed to:

- Considering equality as we develop policy and acting on those considerations.
- Being conscious of the need for our policy to be informed by equality evidence, collecting the evidence, and using it.
- Improving our practice in promoting equality, and engaging with our local, national and international communities.