

OUR EQUALITY STATEMENT

Emmanuel Junior Academy is proud to be a fully inclusive school where everyone is welcome and encouraged to be the best they can be. Our work is underpinned fully by our Christian Vision.

We are committed to promoting equality and diversity for all our pupils, parents and staff. We make sure that we consider equality and the possible implications for all pupils and especially those with protected characteristics.

We expect all members of our community and everyone who enters our school to behave in a way which respects the protected characteristics of the Equality Act 2010.



Emmanuel Junior Academy is committed to ensuring equality of provision throughout the school community. To achieve this, our equality objectives (2021-2024) are as follows:

Objective 1: To raise equality awareness with students and staff, ensuring tolerance and respect towards individuals who identify with any of the protected characteristics.

Objective 2: To ensure in all our work, including our curriculum design, that we promote role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability etc.

Objective 3: To ensure all leaders involved in recruitment and selection are committed to, trained and knowledgeable on equal opportunities and non-discrimination. This will be shown through all actions of leaders and evidenced through training evaluation data, which will show that 100% of those attending have a good understanding of the legal requirements.



Emmanuel Junior are aiming to achieve the Educating for Equality quality mark and we have begun our journey in applying for the Allegiance Award. Schools that achieve the 'Educating for Equality Awards' © are nationally recognised for their ongoing commitment to eliminating injustices and creating an equitable society. The criteria and application process provides schools with a robust framework, informed by research principles, to guide their journey towards becoming an anti-racist and gender equal school.