Here at Towngate Academy, we recognise that the equality duty has three aims and they are to:

• Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act;   
• Advance equality of opportunity between people who share a protected characteristic and those who do not;  
• Foster good relations between people who have a shared characteristic and those who do not.

Towngate Primary Academy will annually review alongside governance to analyse how well we achieve these aims with regard to the protected groups under the Equality Act (2010) (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation). We aim to provide the highest possible education for all of our students; the values-based ethos of our academy clearly reflects our commitment to fully including and respecting all members of our academy.

We have set ourselves the following objectives for 2020/21:

• To ensure that staff and governors are aware of current legislation surrounding equality and diversity and understand the academies responsibility;   
• To promote mental health awareness and supporting staff and pupils to recognise indicators of mental health support, developing appropriate interventions where/if necessary.   
• Actively close gaps in attainment and achievement between students for all groups of students; especially students eligible for Pupil Premium; students with special educational needs and disabilities; looked after children and students from minority ethnic groups.   
• To continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect; focusing on highlighting where protected characteristics are taught in each subject. For further information, please see our trust Equality and Diversity Policy.