

1<sup>st</sup> September 2019

Dear Parent / Carer

We are committed to supporting the needs of all of our students whatever their background and circumstance as well as ensuring that we meet the needs of parents and carers as far as possible. We have a duty under the Equality Act 2010 to advance equality of opportunity, eliminate discrimination and foster good relations for certain groups within the academy community. The Act provides protection to individuals and groups in the following areas: disability, race, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity. We are very proud of the work we have been doing in the academy to ensure that it is a place of genuine equality of opportunity for all. We have been commended for all the progress we have made and continue to make. North Walsall Primary Academy is rightly considered to be a beacon for other schools and academies to follow in implementing the Equality Act.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not
- Foster good relations between people who share a protected characteristic and people who do not.

Please take some time to read our Equalities Policy, which sets out our approach to ensuring equality for all and the Equalities Report, which contains information about who comes to our academy, and how fairly they are represented. This will be updated annually, following the academy census in the Autumn Term. In addition to this, we publish our Equalities Objectives, which ensures that the academy continues to be a place of fairness for all.

Yours sincerely

Natalie Hawkins  
Principal