



Strood Academy

Equality Objectives

2023-2024

Date of Issue	September 2023
Date to be Revised	August 2024

Equality Objectives Policy 2023/2024

Reviewed: September 2023

Next Review: August 2024

Objective	How this will be achieved	Evidence
1. Actively promote respect for diversity in all its forms	<ul style="list-style-type: none"> • Pastoral structure encourages intense support and care with students • Well-being manager accessible to all students at the academy • International Baccalaureate World School status • Integral to delivered curriculum • Integral part of pastoral programmes. SMSC delivered in tutor time, Interdisciplinary & and assembly programmes • Ensure that all staff receive the training needed to respond effectively to prejudice-related bullying • Encourage avoidance of stereotyping 	<ul style="list-style-type: none"> • Instances of prejudice-related bullying are rare • Students show genuine understanding that other people with their differences can also be right • Active celebration of cultural diversity • Well-being log
2. Ensure all students, irrespective of background and starting points, make good progress over time	<ul style="list-style-type: none"> • Provide regular progress feedback and support when needed • Monitor performance of student groups and take action as appropriate • Instill confidence, resilience and self-belief through positive reinforcement and encouragement • Provide opportunities for students to develop the character traits in the IB Learner Profile 	<ul style="list-style-type: none"> • Tracking of performance of various micro populations • Students achieve the qualifications they need to secure positive progression • Students present as confident, well-rounded individuals who possess the skill set to help them succeed Post 16 and beyond
3. Ensure all students feel safe, welcome and respected	<ul style="list-style-type: none"> • Provide learning environments that are welcoming, safe and respectful of learners from all communities • Rewards system that encourages hard-work and raises self-esteem 	<ul style="list-style-type: none"> • Displays around the academy celebrating cultural diversity, international mindedness and encouraging self-esteem in all students • Bromcom MIS rewards

		tracking
4. Raise aspirations, particularly of the most disadvantaged students	<ul style="list-style-type: none"> • Trips, visits that increase cultural capital • Extra-curricular programme that enriches students' experiences • Partnerships with universities, employers and business mentors • Provide clear opportunities that meet the Gatsby Benchmark 	<ul style="list-style-type: none"> • Attendance records show spread of engagement • Destinations data of disadvantaged • Academic performance data • Attendance at career and employee engagement fayre
5. Ensure all student wellbeing is accepted as part of a holistic approach to education, irrespective of ability, background and starting points.	<ul style="list-style-type: none"> • Through access to physical activities open to all abilities and backgrounds, both in school and extracurricular • Through access to wellbeing support via the Wellbeing Manager and Student Support Managers • Encouraging and understanding of good wellbeing through healthy promotions • Having a staff team trained to recognise poor wellbeing • Providing support to parents/carers to help tack wellbeing at home 	<ul style="list-style-type: none"> • Attendance records show engagement with physical activities • Tracking of the number of students accessing wellbeing support • Evidence of healthy promotion materials in the academy • Records of staff training • Examples of support for well being shared with parents