

Equality Objectives Policy 2021/2022

Reviewed: July 2021

Next Review: July 2022

Objective	How this will be achieved	Evidence
<p>1. Actively promote respect for diversity in all its forms</p>	<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
<p>2. Ensure all students, irrespective of background and starting points, make good progress over time</p>	<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
<p>3. Ensure all students feel safe, welcome and respected</p>	<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