

EQUALITY OBJECTIVES

Preface:

Whatever the nature of the local community, our students are growing up in a wider multicultural and multiracial society where they are subject to various attitudes towards minority groups, certain images of these groups portrayed by the media and their own unconscious bias. The Trusts Equality Objectives should be read in conjunction with the Equality and Diversity Strategy.

Ethos:

The school stands against all forms of discrimination on the grounds of age, disability, gender reassignment, ethnic origin, religion, sexual orientation, gender, disability or ability.

This is achieved through the following objectives:

1. Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our school's community
2. Monitoring and promotion of the involvement of all groups of students in the extra-curricular life of the Trusts school, including leadership opportunities, especially students with special educational needs and disabilities
3. Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups
4. Continue to improve accessibility across all schools for students, staff and visitors with disabilities, including access to specialist teaching areas
5. Endeavour to ensure diversity in the staff body and in leadership roles
6. Reduce the incidence of the use of racist, homophobic, biphobic, transphobic and sexist language by students in our schools
7. Review relevant school policies to ensure they clearly reflect the aim of inclusivity



In addition to the shared Equality Objectives above, the Trust schools stand united in an unflinching ambition to tackle racism in our communities and seek to develop a culture of active anti-racism.

To achieve this aim, the objectives are:

- Addressing unconscious bias through training and wider reading for staff and students
- Educating our staff body to understand the lived experience of our diverse pupils
- Ensure our staff body are confident in their knowledge and language to effectively support our pupils
- Formally gathering the views of our student, parent and staff community regarding their experience and acting on recommendations where possible
- Decolonising and diversifying aspects of the curriculum and increasing the promotion of diverse history and culture