

## 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 school's Equality and Anti-Racism Objectives should be read in conjunction with the Accessibility Policy and Equal Opportunities Policy.

### Ethos:

The School stands against all forms of discrimination – whether it be students or staff, on the grounds of age, disability, gender reassignment, ethnic origin, religion, sexual orientation, gender, disability or ability, marital status, being pregnant or on maternity leave

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 community
2. Monitoring and promotion of the involvement of all groups of students in the extra-curricular life of the 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 the school 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 the school
7. Review relevant school policies to ensure they clearly reflect the aim of inclusivity
8. Promotion of kindness and general wellbeing through staff CPD sessions

In addition to the shared Equality Objectives above, the School and the Trust 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
- Formally gathering the views of our BAME student and staff community regarding their experience and acting on recommendations where possible
- Working with local providers to seek BAME counsellors for students who request this
- Ensuring that incidents involving racist language are dealt with swiftly and sanctioned in accordance with the School's behaviour policy
- Offering all victims of racial comments or abuse a meeting with a member of the Senior Leadership Team to hear and record their views, be assured that sanctions have been applied and to reinforce that the School will not tolerate racist behaviour
- Look for opportunities to decolonise and diversify aspects of the curriculum to increase the promotion of Black history and culture