



## ***Chellaston Academy Equality objectives***

### **Equality Objectives**

#### **EQUALITY OBJECTIVES**

We recognise that the public sector equality duty has three aims and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who have a shared characteristic and those who do not.

Chellaston Academy will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (2010) (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation). These will be lead by an Assistant Headteacher with responsibility for Personal Development.

We aim to provide the highest possible education for all of our learners. The ethos of our school clearly reflects our commitment to fully including and respecting all members of our school community.

We have set ourselves the following objectives for 2024-2025:

- To ensure that staff and governors are aware of current legislation surrounding equality and diversity and understand the school's responsibility.
- To promote cultural understanding, awareness and tolerance of different religious beliefs between different ethnic groups within our school and wider community.
- To promote a whole school approach mental health awareness and develop appropriate interventions where necessary
- Actively close gaps in attainment and achievement between students for all groups of students; especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.



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- Continue to improve accessibility across the school site for students, staff and visitors with disabilities.
- Monitor the incidences of the use of homophobic, sexist and racist language by students in our school. If such incidences arise, educate young people through our curriculum and support so that they understand and respect other people's views and beliefs.
- To continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.



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Chellaston Academy is committed to promoting equality and diversity, providing an inclusive, caring and supportive environment, which is committed to the promotion of genuine equal opportunities for all. We recognise that every member of the school is regarded as of equal worth and importance, irrespective of their faith, culture, class, race, gender, sexuality and/or disability.

### **Equality Objectives 2024-2025**

<b>Objective</b>	<b>Action</b>
Staff & governors more fully understand the Equality Duty and the college's responsibility	Staff training day including guest speakers, student speakers, group discussions, department pledges
	Governor meeting
Increased understanding of the need for positive affirmation of LGBTQ staff and students	Staff training day Governor meeting
Celebrating diversity events together	World Mental Health Day Black History Month (student led) International Human Rights Day



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	<p>LGBTQ History Month</p> <p>International Women's Day</p> <p>Autism Awareness Month</p> <p>Eid</p> <p>Pride Month</p>
Staff and students use appropriate pronouns to support wellbeing	<p>Staff training day</p> <p>Staff bulletin info– provided by students</p> <p>Trust Diversity newsletter</p> <p>LGBTQ History month session</p>
	<p>PSHE including gatherings, Tutor Time,</p> <p>Consistent use of behaviour policy to educate / sanction</p>
Reducing sexist and LGBTQ-phobic language & encouraging students to be upstanding	<p>PSHE including gatherings, Tutor Time, posters</p> <p>Consistent use of behaviour policy to educate / sanction</p>



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Diverse cultures are valued and understood	Global learning supports student understanding of the complex backgrounds of refugees.  Celebration of Culture day
Closing the academic gaps for SEND, Pupil Premium, Looked After Children and other vulnerable groups	Department Quality Assurance processes  Utilising the IGR effectively
Increasing the understanding of mental health	PSHE including gatherings, Tutor Time, wellbeing weeks, briefings, wellbeing as standing item on line manager meetings
Curriculum celebrates diversity and supports an understanding of equality issues	Trust and college work to review
Raised awareness and understanding for staff of barriers for colleagues who come from ethnic minority, LGBTQ, disability or working class backgrounds - and the gifts which these characteristics bring to our school community	Diversity Research Group, sharing learning  Diversity newsletter  Staff training day



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Staff with protected characteristics are supported to identify barriers to progression and enabled to overcome these

Line management conversations, TES pulse information