

## **Equality and Diversity Objectives : November 2014**

### **Preface :**

Whatever the nature of the local community, students are growing up in a wider multicultural and multiracial society where they are subject to various attitudes towards minority groups, and also certain images of these groups portrayed by the media. The academy's Equality and Diversity Objectives should be read in conjunction with the Accessibility Policy, the Equal Opportunities Policy and the Disability Scheme.

### **Ethos :**

Ash Hill Academy stands against all forms of discrimination on the grounds of ethnic origin, religion, sexual orientation, gender, disability or ability.

### **Objectives:**

The over-arching principles of the objectives are as follows:

- Promoting equal opportunities
- Eliminating unlawful discrimination
- Eliminating harassment
- Promoting positive attitudes
- Promoting British Values
- Promoting mutual respect, partnership working and collaboration
- Encouraging participation of disabled people in public life e.g. as a member of the Education Advisory Board.
- More favourable treatment/reasonable adjustment.

This is achieved through the following objectives:

1. Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our academy community.
2. Monitoring and promotion of the involvement of all groups of students in the extra-curricular life of the academy, including leadership opportunities, especially students with special educational needs and disabilities.
3. Actively close gaps in attainment and achievement between students and 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 that the staff body and representation of staff in leadership roles is reflective of the local community.
6. Reduce the incidence of the use of homophobic, sexist and racist language by students in the academy.

Through a range of activities we aim to enable our students to develop their:

- Self-knowledge, self-esteem and self-confidence;
- Their acceptance of responsibility for their behaviour;
- Their understanding of how they can contribute positively to the lives of those living and working in the locality in which the Academy is situated and to society more widely;
- Respect for their own and other cultures;
- Respect for other people, with particular regard to the protected characteristics set out in the Equality Act 2010; and
- Respect for democracy and support for participation in the democratic process.