



KING EDWARD VI
SHELDON HEATH ACADEMY

EQUALITY OBJECTIVES

The Academy is committed to advancing equality of opportunity, fostering good relations and eliminating discrimination or harassment within its community. This means that the Academy will:

- Provide an environment that welcomes, protects and respects diverse people.
- Actively encourage positive attitudes towards students and staff and expect everyone to treat others with dignity and respect.
- Take reasonable and necessary steps to meet students' needs by using a variety of approaches and planning reasonable adjustments for disabled students, thus enabling all students to take as full a part as possible in all the activities at the Academy.
- Monitor participation in extracurricular activities and residential visits to ensure no one is disadvantaged on the grounds of a protected characteristic (age, race, gender reassignment, disability, marriage and civil partnership, religion and belief, pregnancy and maternity, gender, sexual orientation).
- The Academy will make reasonable adjustments to ensure the environment and its activities are as accessible and welcoming as possible for students, staff and visitors. The Academy is also committed to ensuring staff with a disability have equality of opportunity.
- Take every opportunity to promote and advance equality when planning the curriculum and resources; it will regularly consider the ways in which the curriculum helps:
 - promote cultural development and understanding
 - promote awareness of the rights of individuals
 - develop the skills of participation and responsible action.
- Regularly consider how to best support high standards of attainment, promote common values, and help students understand and value the diversity that surrounds them, and challenge prejudice and stereotyping.
- Ensure the curriculum is accessible to all students with special educational needs and disabilities (SEND) or those for whom English is not their first language. Auxiliary aids and services will be provided for them, where reasonable adjustments are required.
- Monitor the progress and achievement of students by the relevant and appropriate protected characteristics to ensure that the Academy remains inclusive in practice.
- Collect and analyse information about protected characteristics in relation to staff recruitment, retention, training opportunities and promotions to ensure all staff have equality of opportunity. The Academy will make reasonable adjustments such as providing auxiliary aids for staff with disabilities.
- Seek the views of outside agencies and partnerships with other schools where this is needed.
- Deal with effectively and carefully monitor any Bullying and Prejudice Related Incidents.
- Expect that all staff are role-models for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.
- Regularly review its accessibility plans.
- Ensure that staff are aware of their legal duties under the Equality Act 2010, the different forms of discrimination and what 'reasonable adjustments' mean in practice.

These objectives will be reviewed annually by the Curriculum Committee.

Ratified by the LGB on 8.7.21