

# BROCKINGTON COLLEGE



## Equality Objectives

Brockington College, a Church of England Academy, has at its heart a distinctive Christian ethos. Based on our Christian foundation and values we seek to promote a culture of developing every person and therefore every school policy is written from this perspective, with a commitment to learning and maturing in the context of communal and individual development. We lay particular stress on the Christian values of perseverance, learning, wisdom, justice, koinonia, forgiveness and compassion for individuals and across the school community.

Signature: ..... Date: .....

Printed Name: ..... Position: .....

Date of Review	January 2019
Next Review	January 2023
Approval By	Principal
Review Frequency	Four Yearly (publish annually)

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

The Equality Act says that schools and other public bodies must:

- Encourage good relations and ensure everyone has equality of opportunity.
- Eliminate unlawful discrimination, harassment and victimisation.
- Help make sure everyone has an equal chance to make the most of their lives and talents.

In line with our duties under the Equality Act, we assess our existing practices in relation to equality and consider objectives to help us improve further.

These objectives are:

1. Actively close gaps in attainment and achievement between all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children, students from minority ethnic groups and across genders.
2. Promotion of cultural understanding, awareness and respect of different religious beliefs between different ethnic groups within our school community and thus continue to reduce the number of all prejudice based incidents.
3. Strive to ensure the attendance of all disadvantaged pupils reflects the school target of 96% thus diminishing gaps between the attendance of disadvantaged children and other pupils.
4. Ensure fair access to the curriculum offer for those with different abilities, including access to appropriate pathways, and through promoting inclusive approaches to teaching and learning.
5. Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.
6. Continue to provide opportunities for all parents/carers to participate in the life of the school.

January 2019