

## Brompton Academy and Chatham Grammar School for Girls

### **Equality Objectives**

Our Equalities Policy outlines the commitment of the staff, students and trustees of both academies to ensure that equality of opportunity is available to all members of the academies trust community. For our academies, this means not simply treating everybody the same but understanding and tackling the different barriers, which could lead to unequal outcomes for different groups of students, whilst celebrating and valuing the achievements and strengths of all members of the academies trust community.

We believe that equality at our academies should permeate all aspects of academy life and is the responsibility of every member of the academy trust and wider community. Every member of the academies' trust community should feel safe, secure, celebrated, valued and of equal worth.

Both academies are a diverse schools, working towards greater equality in the academies trust community. We use the curriculum and teaching to enhance the self-esteem of all those it serves and to provide a learning environment in which each individual student is encouraged to fulfil their potential.

We make regular assessments of students' learning and use this information to track students' progress as they move through the academies. As part of this process, we regularly monitor the performance of different groups to ensure that all groups of students are making the best possible progress. We will use this information to adjust future teaching and learning plans as necessary. Groupings will include ethnicity, disability, gender, SEN and free school meals entitlement (FSM).

The academies' performance information is compared to national data to ensure that students are making appropriate progress when compared to all schools and to schools in similar circumstances.

As well as monitoring student performance information, we also regularly monitor a range of other information. This relates to:

- Admissions
- Attendance
- Behaviour, discipline and exclusions
- Racism, disablism, sexism, homophobia and all forms of bullying
- Parental involvement
- Curriculum access
- Participation in Extended Learning Opportunities
- Staff recruitment and retention

Both academies are committed to providing a working environment free from discrimination, bullying, harassment and victimisation. We aim to recruit an appropriately qualified workforce and establish a governing body that is representative of all sections of the community in order to respect and respond to the diverse needs of our population.

Our Equality Objectives are:

- To provide an environment that welcomes, protects, celebrates and respects diversity of all young people at both academies
- To ensure that all students are given the opportunity to make a positive contribution to the life of the school
- To organise cultural events throughout the academic year
- To deliver assemblies to increase student awareness and understanding of issues in different communities
- To monitor and evaluate the attainment and progress of all students in all year groups with specific reference to significant groups
- To ensure all staff vacancies are filled using the principles of equal opportunities and safer recruitment.