



The PRIDE Academy

Equality Objectives

2023 - 2024

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Reviewed by:	Local Governing Board
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Date of next review	September 2024



THE PRIDE ACADEMY

Equality Objectives

The Equality Objectives should be read in conjunction with the Equality, Diversity & Inclusion policy

Our commitment

At The PRIDE Academy we value our multi-cultural community and celebrate our diversity, creating opportunities for all to contribute, participate and grow.

We are committed to ensuring that:

- We treat individuals fairly, with dignity and respect.
- Opportunities are open to all.
- We provide a safe, supportive, inclusive and welcoming environment for students, staff and visitors.
- We ensure that students who are eligible for pupil premium have adequate support so that they attend school regularly and that the majority make nationally expected progress that is at least commensurate with that made by their peers.
- We ensure all students progress after Year 11 to further education, training, traineeship, apprenticeship or a job.

Key Priorities

- To actively promote and maintain a positive school ethos and image that represents our values and commitment to equality, diversity and inclusion.
- To ensure students, staff and visitors are aware of and comply with our equality and diversity policy.
- To provide an accessible physical environment, that meets the needs of our students, staff and visitors (please see accessibility plan).
- To provide a supportive, non-threatening yet challenging learning environment across the curriculum.
- To ensure that the curriculum is representative of our commitment to equality and diversity.
- To provide extended services which meet the needs of our students and their families.
- To ensure accurate and effective monitoring of equality and diversity at all levels of reporting and policy.



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Equality objectives	Actions
To publish and promote the Equality Objectives to the school community	<ul style="list-style-type: none"> · Publish the updated Objectives through the school website and signpost regularly · Promote the objectives in school via assemblies, form, lessons and staff briefings.
To eliminate discrimination and reduce prejudice in all its forms through direct teaching in all areas of the curriculum and behaviour modelling	<ul style="list-style-type: none"> · Promote attitudes and values that will challenge discriminatory behaviour. · Use form slides, event days, assemblies and curriculum lessons to address misunderstanding and prejudices. · Develop students' awareness so that they can detect bias and challenge discrimination. · Increase student confidence to report, challenge ask questions and suggest changes · Support staff to challenge and address any bullying and harassment that is based on a person's race, faith, gender, sexual orientation, disability, social condition age or ethnicity. · Keep a record, report how discriminatory behaviour incidents are dealt with and reflect on what changes are needed. · Staff to reflect on whether the curriculum allows them to teach across diverse issues and make alterations if needed
To enhance the curriculum to ensure that it is representative of our school community.	<ul style="list-style-type: none"> · Develop learning materials and activities that emphasise benefits of having diverse communities, neighbourhoods, schools and groups. · Use materials that reflect diversity within society in terms of age, race, gender, ability, faith, ethnicity, social condition, cultural background and sexual orientation, without stereotyping. · Promote and celebrate the contribution of different ethnic groups to the subject matter in all subject departments, where appropriate. · Ensure that the school library has a variety of books reflect diversity within society in terms of age, race, gender, ability, faith, ethnicity, social condition, cultural background and sexual orientation, without stereotyping.
To promote cultural understanding and awareness by valuing and celebrating various cultures, religions and beliefs within our school community	<ul style="list-style-type: none"> · Provide opportunities for students to appreciate their own culture and celebrate the diversity of other cultures. · Celebrate diversity throughout the year through assemblies, event days, displays and the curriculum · Create a programme of celebrations and share with all to mark important religious and cultural events · Raise the whole school profile of cultural and religious events via the newsletter and good news stories · All students to visit at least one place of worship and to have an understanding of the difference religious and non-religious beliefs