



Ebbsfleet Academy

Equality Objectives

Version	1
Policy Status	Active
Date of Issue	January 2024
Date to be Revised	January 2025

1. Policy

To be read in conjunction with the academy's Equal Opportunities Policy, this policy aims to highlight our main objectives for ensuring equality:

2. Objectives

Objective 1: Actively promote respect for diversity in all its forms

How this will be achieved:

- Pastoral structure encourages intense support and care with students
- Inclusion Manager accessible to all students at the academy
- Middle Years International Baccalaureate curriculum
- Integral part of pastoral programmes, SMSC provision, Life Skills curriculum and assembly programmes
- Ensure that all staff receive the training needed to respond effectively to prejudice-related bullying
- Encourage avoidance of stereotyping and conscious bias

Evidence:

- Instances of prejudice-related bullying are rare
- Students show genuine understanding that other people with their differences can also be right
- Active celebration of cultural diversity

Objective 2: Ensure all students, irrespective of background and starting points, make good progress over time

How this will be achieved:

- Provide regular progress feedback and support when needed
- Monitor performance of student groups and take action as appropriate
- Instill confidence, resilience and self-belief through positive reinforcement and encouragement
- Provide opportunities for students to develop the character traits in the IB Learner Profile

Evidence:

- Tracking shows reduced gaps in performance of various micro populations
- Students achieve the qualifications they need to secure positive progression
- Students present as confident, well-rounded individuals who possess the skill set to help them succeed Post 16 and beyond

Objective 3: Ensure all students feel safe, welcome and respected

How this will be achieved:

- Provide learning environments that are welcoming, safe and respectful of learners from all communities
- Rewards system that encourages hard-work and raises self-esteem
- Provision of Pastoral Leaders and Inclusion Manager

Evidence:

- Displays around the academy celebrating cultural diversity and encouraging self-esteem in all students
- Bromcom MIS rewards tracking
- Bromcom records
- Student voice feedback

Objective 4: Raise aspirations, particularly of the most disadvantaged and vulnerable students

How this will be achieved:

- Trips, visits that increase cultural capital
- Extra-curricular programme that enriches students' experiences
- Whole-School PP Strategy, PP, RAP and HAP Champions in post
- Partnerships with universities, employers and work experience
- All year group access to Unifrog Careers platform
- Kent & Medway Progression Partnership
- Provide clear opportunities that meet the Gatsby Benchmark
- Provision of Chromebooks for disadvantaged students

Evidence:

- Attendance records show spread of engagement
- Bespoke programme for PP attendance
- Destinations data of disadvantaged
- Academic performance data
- Unifrog engagement data
- Attendance at career and employer engagement events
- University visits, careers fairs, EA Talks,

Objective 5: Ensure all student wellbeing is accepted as part of a holistic approach to education, irrespective of ability, background and starting points

How this will be achieved:

- Through access to physical activities open to all abilities and backgrounds, both in school and extracurricular
- Through access to wave 3 support via the Inclusion Manager and SENCo
- Encouraging and understanding of good wellbeing through healthy promotions
- Having a staff team trained to recognise mental ill health
- Providing support to parents/carers to help track wellbeing at home

Evidence:

- Attendance records show engagement with physical activities
- Tracking of the number of students accessing wellbeing support
- Evidence of healthy promotion materials in the academy
- Records of staff training
- Examples of support for well being shared with parents/carers