



*Elmley Dray
School*

Equality Objectives September 2024

The Elmley Dray School is committed to encouraging diversity and reducing discrimination. The school aims to create a culture that respects and values differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential.

The school accepts the spirit and intention of the various legislation, regulations and codes of practice which separately and collectively outlaw certain kinds of discrimination in selection, recruitment, induction, programme delivery and assessment.

The school aims to ensure that learners are truly representative of all sections of society and that every learner feels respected and able to give their best.

The school undertakes to ensure equality of treatment for all and aims to:

- ensure no learner is discriminated against or receives less favourable treatment because of a protected characteristic
- ensure awareness is raised around issues of diversity
- acknowledge any issues of discrimination, harassment or victimisation that are brought to the attention of leadership ensuring they are investigated and rectified promptly and sensitively using an appropriate procedure

Our equality objectives should be read and understood in conjunction with our Equality, Diversity and Inclusion Policy. All equality objectives will be reviewed at the end of each academic year to determine how far they have been met and what more, if anything, needs to be done to meet and consolidate these objectives. New objectives will be set as and when appropriate.

Objective	Actions
Analyse recruitment data and trends in	Review current staff data and report.

<p>regard to race, disability and any gender pay gap and report on this to the governing board (PAT).</p>	<p>Create a strategy of inclusive recruitment and workplace diversity. Ensure blind hiring. Ensure diversity training. Broaden recruitment channels.</p>
<p>Reduce prejudicial bullying</p>	<p>Promote tolerance, understanding and friendship. Robust and detailed PSHE/RSE provision. Embed within the curriculum. Strong safeguarding procedures, including annual safeguarding and online safety training for learners, staff and governors (PAT). Provide opportunities for, and foster, restorative justice approaches. Challenge any inappropriate behaviours.</p>
<p>Promote fairness, equality and cultural understanding</p>	<p>Deliver cultural topics through lessons and PSHE. Embed within the curriculum. Inform learners of cultural events. Encourage participation and college events based around cultural events and dates of significance.</p>
<p>Improve staff awareness</p>	<p>Provide appropriate CPD opportunities. Provide training opportunities suited to employee's roles. Ensure safer recruitment and compliance when recruiting. Undertake many staff meetings and briefings where equality, inclusion and fairness are discussed. Provide all staff with access to all relevant, up to date policies, ensuring that they read and understand said policies.</p>



Hayley Furnell, Director,
on behalf of Elmley Dray School
Dated: September 2024
Next review: September 2025