



LEIGH ACADEMY BLACKHEATH - EQUALITY OBJECTIVES 2023 - 2024

Objective	How this will be achieved
1. Actively promote respect for diversity in all its forms	<ul style="list-style-type: none"> ● Integral part of pastoral programme, Action days, assembly programmes and SMSC provision ● Ensure that all staff receive the training needed to respond effectively to prejudice-related bullying ● Encourage avoidance of stereotyping ● Audit of delivered curriculum ● By developing greater links with religious, cultural and ethnic groups within the local community through local trips, forums and guest speakers ● By promoting the cultural understanding and awareness of different ethnic groups in the local community
2. Ensure all students, irrespective of background and starting points, make good progress over time	<ul style="list-style-type: none"> ● Provide opportunities for students to develop the character traits in the IB Learner Profile and LAB values ● Provide regular progress feedback and support when needed ● Monitor progress of focus groups and take action as appropriate ● Instill confidence, resilience and self-belief through positive reinforcement and encouragement ● By raising the awareness and skills of staff to promote fairness, equality and good relations in the context of their roles.
3. Ensure all students feel safe, welcome and respected	<ul style="list-style-type: none"> ● Provide learning environments that are welcoming, safe and respectful of learners from all communities ● Reward system that encourages ambition, scholarly behaviour and raises self esteem
4. Raise aspirations, particularly of the most disadvantaged students	<ul style="list-style-type: none"> ● Trips and visits that increase cultural capital ● Extra-curricular programme that enriches all students' experiences ● Partnerships with universities, employers, business mentors ● Leigh Aspire programme

