



BROOKE HILL ACADEMY TRUST

Equality Information and Objectives Statement

2021 - 2022

Brooke Hill Academy Trust makes all members of our community feel welcome and valued.

Our vision and values promote inclusion and equality and tackle discrimination.

We have high expectations for all our pupils irrespective of their age, disability, gender reassignment, race, religion or belief, sex or sexual orientation.

Our equalities statement is guided by some core principles:

- **Learners are all unique children who together as one;**
- **We recognise and respect difference;**
- **We show understanding, compassion and care to all;**
- **We promote positive attitudes and relationships and a shared sense of community and belonging;**
- **We observe good safer recruitment practice in recruitment, retention and staff development;**
- **We aim to reduce and challenge barriers to equality that already exist.**

Our equality objectives 2021 – 2022

General

To ensure we welcome different families, including those with same sex parents.

To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities.

To ensure children have an understanding that the freedom to choose and hold other faiths and beliefs is protected in law through direct teaching and collective worship.

To nurture an acceptance that other people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour.

To enforce an understanding of the importance of identifying and combating discrimination through focus weeks.

To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.

To avoid deterministic notions of fixed ability and to model teaching and learning behaviours that avoid labelling.

To promote cultural development and understanding through a rich range of experience, both in and beyond the school.

To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.