



*Elmley Dray  
School*

## Equality Objectives 2024 - 2028

The Elmley Dray School (which includes the school, tutoring services and adult day services) 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 regard to race, disability and any gender pay gap and report on this to the governing board (PAT).	Review current staff data and report. Create a strategy of inclusive recruitment and workplace diversity. Ensure blind hiring. Ensure diversity training. Broaden recruitment channels.
Reduce prejudicial bullying	Promote tolerance, understanding and friendship. Robust and detailed PSHE/RSE (SPHERE) 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.
Promote fairness, equality and cultural understanding	Deliver cultural topics through lessons and PSHE (SPHERE). Embed within the curriculum. Inform learners of cultural events. Encourage participation in activities based around cultural events and dates of significance.
Improve staff awareness	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.



Hayley Furnell, Director,  
on behalf of Elmley Dray School  
Dated: September 2024  
Next review: September 2028