

Longfield Academy Equality Objectives

Longfield Academy is located within a large semi-rural village. The population is expanding as a consequence of a rising birth rate and high levels of migration – both from London and abroad. Students are therefore growing up in an increasingly multi-cultural society where they are subject to various attitudes towards various groups and certain images portrayed in the media and online.

	Objective	How this will be evidenced
1	Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.	Tracking of different groups through in year achievement data and outcomes from public examinations. This will be reviewed through the regular modular reviews.
2	Reduce the incidence of the use of homophobic, sexist and racist language by students in the school.	Through bullying logs and incident reports.
3	Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups in the local community.	Through PHSE mapping and outcomes. Student feedback in relation to assemblies and other events to celebrate cultural diversity.
4	To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.	Outcomes of staff training (eg LGBTQ training). Lesson observations and learning walks of all lessons, but particularly PHSE.
5	Provide all learning environments are that welcoming, safe and respectful of learners from all communities.	Displays around the academy, particular within communal zones (E.g. LRC)