



*Learning for Life*

## **Equality Objectives at Broadfield Academy**

Please read in conjunction with the Equality and Diversity policy available on the school website.

We aim to embed equality of access, opportunity and outcome for all members of our school community, within all aspects of school life. We actively seek out opportunities to embrace the following key concepts:

- Shared Humanity. Identifying and valuing commonality and shared values.
- Valuing difference and diversity. We appreciate the richness within our differences and look for ways of celebrating and understanding them better.
- Interdependence, interaction and influence. We recognise that, as they evolve, distinct cultures, beliefs and lifestyles will impact on and inform each other.
- Social cohesion within our school and within our local community.
- Excellence. We aim to inspire and recognise high personal and collective achievement throughout our community, for all.
- Personal and cultural identity. We will provide opportunities to explore and value the complexity of our personal and cultural identities.
- Fairness and social justice. We will develop our understanding of the inequality that exists in society and explore ways of individually and collectively promoting a more equitable society.

Our school seeks to foster warm, welcoming and respectful environments, which allow us to question and challenge discrimination and inequality, resolve conflicts peacefully and work and learn free from harassment and violence. ·

- All learners and their families are equally valued
- We recognise and respect differences ·
- We foster positive attitudes and relationships
- We strive to have good equality practices in staff recruitment, retention and development ·
- We aim to reduce and remove inequalities and barriers

We recognise and respect that there are similarities and differences between individuals and groups but we will strive, through reasonable adjustments, to ensure that our differences do not become barriers to participation, access and learning and to create inclusive processes and practices, where the varying needs of individuals and groups are identified and met. We therefore cannot achieve equality for all by treating everyone the same.

We will build on our similarities and seek enrichment from our similarities and seek enrichment from our differences and so promote understanding and foster positive attitudes and learning between and towards others, to create cohesive communities.