



## WILMINGTON ACADEMY EQUALITY OBJECTIVES 2017-2018

Objective	How this will be achieved	Evidence
<b>1. Actively promote respect for diversity in all its forms.</b>	<ul style="list-style-type: none"> <li>• International Baccalaureate World School Status May 2017</li> <li>• Audit of delivered curriculum</li> <li>• Integral part of pastoral programmes, SMSC, Action Days and assembly programmes</li> <li>• Ensure that all staff receive the training needed to respond effectively to prejudice-related bullying</li> <li>• Encourage avoidance of stereo-typing</li> </ul>	<ul style="list-style-type: none"> <li>• Instances of prejudice -related bullying are rare</li> <li>• Students show genuine understanding that other people with their differences can also be right</li> <li>• Active celebration of cultural diversity</li> </ul>
<b>2. Ensure all students, irrespective of background and starting points, make good progress over time.</b>	<ul style="list-style-type: none"> <li>• Provide regular progress feedback and support when needed</li> <li>• Monitor performance of micro-populations and take action as appropriate</li> <li>• Instill confidence, resilience and self-belief through positive reinforcement and encouragement</li> <li>• Provide opportunities for students to develop the character traits in the IB Learner Profile</li> </ul>	<ul style="list-style-type: none"> <li>• Tracking shows no gaps in performance of various micro populations</li> <li>• Students achieve the qualifications they need to secure positive progression</li> <li>• Students present as confident, well-rounded individuals who possess the skill set to help them succeed post 16 and beyond</li> </ul>
<b>3. Ensure all students feel safe, welcome and respected.</b>	<ul style="list-style-type: none"> <li>• Provide learning environments that are welcoming, safe and respectful of learners from all communities</li> <li>• Rewards system that encourages hard-work and raises self-esteem</li> </ul>	<ul style="list-style-type: none"> <li>• Displays around the academy celebrating cultural diversity and encouraging self-esteem in all students</li> <li>• Bromcom MIS rewards tracking</li> </ul>
<b>4. Raise aspirations, particularly of the most disadvantaged students</b>	<ul style="list-style-type: none"> <li>• Trips, visits that increase cultural capital</li> <li>• Extra-curricular programme that enriches students' experiences</li> <li>• Partnerships with universities, employers, business mentors and City and Guilds</li> <li>• Leigh Aspire</li> <li>• Kent &amp; Medway Progression Partnership</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance records show spread of engagement</li> <li>• Destinations data of disadvantaged</li> <li>• Academic performance data</li> </ul>