



WILMINGTON ACADEMY EQUALITY OBJECTIVES 2017-2018

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