

Equality Act Objectives.

If you would like to feedback on the objectives below, please contact: hamish.birley@alechunter.essex.sch.uk

| Equality objectives (focused on outcomes rather than processes) |
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| Remodel English as an additional language (EAL) support and embed into the College inclusion structures. |
| Create annual report which analyses exclusions, attendance, achievement and College community involvement by gender, ethnicity, EAL and social background and SEN. Take action to address any disparities between different groups of pupils and include in Headteacher's report to Governors. |
| Translate College documents, for minority users and publish prospectus in Polish, in electronic format. |
| Raise awareness of disability, diversity and cultural differences through a programme of assemblies and skills days. |
| Staff CPD to develop: • EAL class teaching. • Understanding of the needs of the named groups • Staff awareness that sexist and homophobic behaviour is unacceptable • Opportunities for all staff (teaching and non teaching) to reflect on their own views in relation to statutory requirements • Understanding of how to promote the use of the home language in learning |
| Incorporate a clubs period onto the curriculum to encourage all students to explore their wider interests and talents. |
| Monitor classroom practice in relation to diversity and equality through the Diversity in the Curriculum Audit. |
| • Reinforce to students, in assemblies and tutorial, that, as well as racist behaviour, sexist and homophobic behaviour is unacceptable • Include references to homophobic and sexist behavior in incident reports and agree appropriate sanctions • Write article in Herald and the website explaining this to parents |
| Monitor parental involvement of parents at Parent's Evenings and target underrepresented groups of parents and sections of the community to increase attendance at College events. |
| Introduce more skills day activities with a cultural focus celebrating diversity. |
| Introduce a flag display in the Hall of all nationalities represented at the College. |
| Introduce more cultural themed days in AH Café. |
| Raise awareness of national and local helplines that are provided for different groups. |