Equality Objectives

At the Redhill Academy Trust we recognise that equality of opportunity is a fundamental right and we have set out the **following objectives** in order to achieve this. These objectives should be considered in conjunction with our equalities statement:

- To maintain an ethos which respects and values all people;
- To ensure that the curriculum makes explicit and implicit provision to promote and celebrate diversity and actively challenges stereotypes and prejudiced attitudes, particularly focussing on students' spiritual, moral, social and cultural development;
- To prepare students for life in modern Britain;
- To have high expectations of behaviour which demonstrates respect to others;
- To eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation and other oppressive behaviour;
- To take positive action to provide encouragement and support to individuals and groups whose progress has been limited by protected characteristics;
- To make reasonable adjustments within the resources available to remove barriers which limit or discourage access to educational provision and activities;
- To promote good relationships amongst all people within the Trust and the individual Academies and the wider community within which we work;
- To monitor and review the implementation of equality and diversity within the Trust and the individual Academies within the Trust;
- To challenge stereotypes that can deny opportunities to students through option and careers guidance.
- To ensure that recruitment and selection procedures and practices within the Trust and the individual Academies within the Trust are open and transparent and ensure that fair and equal selection criteria is applied;

These equality objectives will be reviewed and republished every 4 years. The next review date is 1 July 2029.