



## Equality and Objectives



Monitored by	Head Teacher
Reviewed	April 2024
Next Review date	April 2025

### Our Statement

The staff and Governors of Buttershaw Business & Enterprise College are committed to ensuring that equality of opportunity is available to all members of the college community. This means that we do not simply treat everybody the same, we also seek to understand the diversity within our college community and tackle any identified barriers, which could lead to unequal outcomes for different groups within college, and we celebrate and value the achievements and strengths of all members of the college community.

We strive to reflect our school values of Ambition, Resilience, Courtesy and Kindness and to ensure that truly 'We All belong at BBEC'.

### Aims

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

### Fostering Good Relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas.
- Holding assemblies dealing with relevant issues.
- Promotion of inclusions and diversity through tutor time.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our student prefects and student parliament have representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs and after school activities and events.

### Achievement

- Improve the achievement of vulnerable groups of pupils, including students with Special Educational Needs, students with disabilities and those entitled to Free School Meals
- Raise aspirations among children and young people, their parents and communities and raise awareness of career and higher education opportunities, to challenge stereotypes.

## Quality of Education

- Ensure the curriculum is broad, balanced and enriched through a programme which meets their needs including extra support where this has been identified as a statutory need.
- Ensure the curriculum and pastoral programmes promote the value of community values and supports pupils in understanding between different groups of people, cultures and societies.
- Provide a PSHCE curriculum that tackles stereotypes and challenges perceptions through our core values.

## Attendance, Behaviour and Welfare

- Promote positive relationships, understanding of our varied community and rigorously address bullying ensuring protection from harassment and discrimination for those with protected characteristics;
- Ensure that there is adequate access to the physical environment of the school.
- Ensure that all students are able to take part in extra-curricular activities and trips to ensure that no one is disadvantaged on the grounds of protected characteristics.
- Ensure our students are positive members of their community and develop into responsible adults.

## Leadership and Management

- Demonstrate our commitment to equality and diversity through consistent application of our policies and procedures.
- Ensure that our systems for recruiting, retaining and managing staff (and potential applicants) support all those in groups protected by the Equalities Act.
- Undertake equality assessments of all new and existing policies and procedures

Other linked documents and information can be found on the following:

[Equality-Diversity-Policy-Reviewed-July-22.pdf \(bdat-academies.org\)](#)

[BDAT-Equality-Statement-and-Objectives-22-26.pdf \(bdat-academies.org\)](#)

[Recruitment-and-Selection-Policy-Reviewed-June-2024.pdf](#)



**AMBITION**



**RESILIENCE**



**COURTESY**



**KINDNESS**