

### The Hastings Academy - Equality Objectives 2016 – 2020

The Academy's Equality Objectives for the period 2016 – 2020 are:

**Objective 1** – To ensure that the individual needs of all learners are met, so that the gap in the attainment and progress of different groups of learners is narrowed, with a particular focus on improving the achievement of students/pupils entitled to Free School Meals and students/pupils with Special Educational Needs.

**Objective 2** – To develop and implement a broad and balanced curriculum in the academy (including extra curriculum and enrichment activities), which is based on the principles of individualisation and personalisation, and underpinned by innovative and appropriate use of ICT, so that the attainment, aspirations and future employability of all students/pupils are maximised.

**Objective 3** – To maximise the inclusion of learners with Special Educational Needs within the mainstream academy provision, in order to build their confidence as learners, promote independence and raise self esteem.

**Objective 4** – To value and support all staff within the academy, by providing career development and progression opportunities to all (including those in groups protected by the Equalities Act), so that staff performance is further enhanced, staff satisfaction increases and the staff team reflects the diversity of the local population at all levels.

**Objective 5** – To strengthen links with parents/carers and the local community (including those in groups protected by the Equalities Act and those from the full range of socio-economic backgrounds), so that all learners are supported to maximise their attainment and achieve their aspirations both inside and outside the academy environment.