MONTEM ACADEMY
Equality Objectives Statement
2026-2027

At Montem Academy, we aim to be an inclusive school and provide for equal opportunities throughout all aspects of our work and activities. We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background. In order to further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives:

- **Eliminate discrimination;**
- **Improving equality of opportunity for people with protected characteristics**
- **Consulting and involving those affected by inequality in the decisions your school takes to promote equality and eliminate discrimination (this could include parents, pupils, staff members of the community).**

Equality Objective One: Eliminating discrimination

- Provide all pupils, regardless of their starting points or possible disadvantages, with access to an education which equips them with the necessary knowledge, skills and values so that they can function effectively as global, national and local citizens, and which prepares them for the community and the world in which they will grow up.
- To develop pupil understanding of tolerance and respect for others through the promotion of British values.

Equality Objective Two: Improving equality of opportunity for people with protected characteristics

- To continue to monitor and analyse pupil achievement by race, gender and disability and act upon any trends or patterns in this data that require additional support for pupils.
- To raise the aspirations of our most vulnerable pupils to ensure that our pupils have the knowledge and understanding to make meaningful decisions about their future.
- Encourage all pupils to be successful learners who enjoy learning, make progress and achieve their potential; to be confident individuals who are able to live safe, healthy and fulfilling lives; to be responsible citizens who make a positive contribution to society.
- To provide training to staff on how to effectively support our most vulnerable pupils and families.

Equality Objective Three: Consulting and involving those affected by inequality in the decisions your school takes to promote equality and eliminate discrimination (this could include parents, pupils, staff members of the community).

- To review levels of parental engagement in learning and school life across all activities to ensure equity and fairness in access and engagement.
- To promote and enhance community cohesion and a sense of shared belonging in the school, and in the school's neighbourhood.
- Ensure that the Academy Council reflects the diversity of the community that the academy serves and make sure that community needs, including the needs of people with protected characteristics, are addressed.