



Soham Village College

# Equality Objectives

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At Soham Village College, we are committed to ensuring equality of education and opportunity for all students, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

To enable us to further support students, raise standards and ensure inclusive teaching, we have set the following objectives:

- Ensure the school environment does not tolerate bullying or sexual harassment.
- Ensure that if bullying, sexual harassment, aggression, discrimination or derogatory language occurs, it is dealt with quickly and effectively.

This objective will be achieved by;

- Continuing the regular safeguarding segments in staff briefing and half-termly Trust wide safeguarding bulletin.
  - Working in conjunction with the student and staff focus groups to devise surveys on sexual harassment for all staff and students, sharing the results and implications with these groups.
  - Use continuing professional development to develop teachers' understanding of how to tackle sexual harassment.
  - Review the school's behaviours policy to ensure that strategies adopted to tackle bullying are as effective as possible.
- Ensure equality of opportunity and diversity are promoted effectively.

This objective will be achieved by:

- Further develop work undertaken in achieving the Rainbow Flag Award by promoting school ethos through the curriculum and assemblies.
- Continue to work towards the Anti-Racism School Award with the student focus group. Develop student leadership opportunities; update school policies and appoint an Equalities Advisory Body member.

## **Opportunities for All**

We encourage all of our students to take part in the wealth of opportunities and activities available within our wider school community, promoting inclusion, creativity and the development of skills and positive attitudes.

Here are some of the opportunities available to our pupils this academic year;

- Students are encouraged to apply for School Award Ties, including Emerald, Gold, Scarlet and Headteachers ties. Those students that have consistently exemplified the school's PRIDE values and met specific criteria within music, art and design and sport are eligible to apply.
- We have our own highly successful girls football team.
- Students are encouraged to participate in the Brass Roots project, which is designed to enable students to take up a brass instrument.
- Students in Year 9 are able to participate in the Duke of Edinburgh Award programme enabling participants to gain new skills, make new friendships and undertake new experiences.

- We have both mixed and same sex choirs that students are able participate in throughout their time at the school.
- Students are encouraged to join the range of extra-curricular activities that include various music activities, drama, sporting activities, craft, games and sign language.
- Students have opportunities through our Trust's partnership with Cambridge University Museums to increase their cultural capital and cultural literacy. It also builds aspiration about jobs and world of work as a result of opportunities within the museum sector.

### **Objectives Review**

- These objectives will be reviewed as part of the Trust's Equality Duty Statement.