



Academies Trust
(UKAT)

Equality Objectives

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| Reviewed by: | Date: |
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The University of Kent Academies Trust (UKAT) is committed to eliminating discriminatory behaviour, to promoting equality and to ensuring equal opportunities for all members of our academies.

We value diversity and believe that equality should permeate all aspects of academy life; every member of the UKAT community should feel safe, secure, valued and of equal worth.

The keys to our approach are:

- Understanding and tackling the different barriers, which could lead to unequal outcomes for those people who have protected characteristic.
- Celebrating and valuing the achievements and strengths of all members of the UKAT community.

Those people with protected characteristics are defined as those who may be susceptible to discrimination because of their sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, less able or socio-economic background.

We recognise that key policies linked to equality and others, where relevant, should constantly be under review. This is to ensure that they adequately reflect the world that we live in and meet the needs of all members of our academy community.

Visitors to any UKAT site are also expected to follow these principles, which can be found in more detail in the UKAT Equality and Diversity Policy and the UKAT Transgender Policy. *(Please see link on Academy websites to above policies)*

<https://www.bromptonacademy.org.uk/policies>

<https://www.chathamgrammar.org.uk/policies>

Equality Objectives

- Active promotion of anti-discriminatory values, celebrating diversity, fostering good relations across the UKAT Community.
- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who have a protected characteristic/s and those who do not have them.

The above objectives have been put on both Brompton and Chatham's websites, please see the links below.

<https://www.bromptonacademy.org.uk/equalityobjectives?rq=equality>

<https://www.chathamgrammar.org.uk/equalityobjectives?rq=equality>