



Leigh Academy
BEXLEY

Equality Objectives



LEIGH
Academies Trust

September 2025



Mission, Vision, Values and Ethos

Our Vision Statement:

At Leigh Academy Bexley, we believe in providing our young people with an extraordinary education; one that unlocks curiosity, ignites ambition and forges a social conscience, enabling our students to have an impact on the world around them. We are proud to be a truly comprehensive academy; an academy where all students are valued, supported and inspired. For students to thrive, we need to ensure that every student and staff member is invested in our community, that everyone is included and respected. As such we place inclusivity at the heart of our decision-making.

Our desire to create an extraordinary academy is built from our core values – Politeness, Kindness, Respect, Courage, Resilience and Ambition. We believe that if our students and staff demonstrate these values, they will be truly extraordinary individuals with the wisdom to make the right choices.

Our Mission:

“Having the wisdom to make the right choices”

Our Values and Ethos:

At Leigh Academy Bexley, our values are the cornerstone of everything we do.

Politeness

Behaviour that is respectful and considerate of other people

Respect

Due regard for the feelings, wishes, or rights of others

Kindness

The quality of being friendly, generous, and considerate

Courage

The ability to do something that frightens one; bravery

Ambition

A strong desire to do or achieve something. Desire and determination to achieve success

Resilience

The capacity to recover quickly from difficulties; toughness

Background

Leigh Academy Bexley celebrates and values the diversity of its students and staff and is committed to equality of opportunity for all.

Leigh Academy Bexley resolves to eliminate discrimination or other unfair treatment against any of its staff, potential staff or users of its services. This is regardless of age, ethnicity, gender, marital status, family circumstances, responsibility for dependants, physical ability, race, religious beliefs, sexual orientation or offending background that does not create risk to children and vulnerable adults.

Subject to the overriding consideration of protecting children and vulnerable people, we will make every effort to prevent unfair discrimination against those with criminal records.

Demonstrating our commitment to students and staff (meeting our duties)

- Making and access to learning: Leigh Academy Bexley publicity and learner recruitment procedures will be designed to encourage applications from all sections of the community and from all levels of ability.
- Leigh Academy Bexley will ensure that admission procedures are user friendly and avoid unnecessary barriers to access for intending students.
- Leigh Academy Bexley will continue to identify and respond to learning needs within the community and will encourage widening participation from underrepresented, disadvantaged or excluded groups.
- Equal opportunities data will be collected, analysed and used to inform the planning and decision-making process of our Admissions policy.

The Learning Environment

Leigh Academy Bexley is committed to the development of learning environments that are welcoming and safe for all students.

Leigh Academy Bexley will continue to develop its facilities and accommodation to improve access for people with learning difficulties and/or disabilities.

Teaching and Learning

- All teaching staff will ensure that course delivery is free from bias, stereotyping and discrimination.
- Subject and college staff will encourage students to explore issues of equal opportunities and diversity where such an opportunity exists within the curriculum.
- Raising awareness of equality and diversity issues will be a part of the induction programme for new students.
- Within its available resources, Leigh Academy Bexley will ensure that students with learning difficulties and/or disabilities receive appropriate additional support to meet individual learner needs.
- Curriculum teams will regularly review course design and delivery to meet the various learning needs and styles of students and to improve access to learning.
- Leigh Academy Bexley will ensure that the views and perceptions of students are included in the process of curriculum review and self-assessment and also curriculum development.

Staff Recruitment, Training and Development

- Leigh Academy Bexley embraces equal opportunities and diversity in all its aspects, and aims to employ a workforce that reflects, at every level, the community it serves by ensuring job advertisements are targeted at both mainstream and minority communities.
- Leigh Academy Bexley will treat all staff with respect and dignity, and seek to provide a working environment free from harassment, discrimination and victimisation. Leigh Academy Bexley will not tolerate any form of discriminatory behaviour against its staff, either from other staff, students,

parents/carers or members of the public.

- Through the provision of regular staff training and development of staff involved in recruitment and selection Leigh Academy Bexley will ensure that staff recruitment and selection procedures are open, consistently applied and free from bias, stereotyping and discrimination. Additionally, Leigh Academy Bexley will endeavour to ensure that reasonable adjustments are made to arrangements and premises to ensure both current and potential staff with disabilities have equality of access.
- Leigh Academy Bexley staff will have the opportunity for a performance development review and will have access to opportunities for training and development.
- Leigh Academy Bexley will ensure that, with regards to employment strategies, equality and diversity monitoring and analysis is carried out and informs Leigh Academy Bexley's planning and decision-making process, whereby initiatives such as positive action will be utilised where necessary.
- We will do our best to treat all staff and job applicants fairly in relation to all our employment policies and procedures and to meet any reasonable and appropriate additional needs they may have.
- We will give staff and job applicants access to the complaint procedures if they feel unfairly treated.

Implementation

As part of the implementation of this policy, diversity and equal opportunities awareness will be an essential part of staff induction, in-service training and ongoing development.

Responsibility for implementing the policy

The Principal and Trust Board have lead responsibility for implementing and monitoring this policy.

The Principal has responsibility for the strategic and operational development of this policy and for monitoring and regularly assessing how effectively it is being implemented across Leigh Academy Bexley.

All staff have a responsibility to promote and adhere to the policy; therefore, Leigh Academy Bexley has a range of additional policies to assist staff to embed the principles of diversity and equality of opportunity into all aspects of Leigh Academy Bexley life.

To make our Equality and Diversity Policy fully effective we will:

- Actively promote it via all Leigh Academy Bexley's established communication links;
- Ensure the Equality and Diversity Policy is a working document;
- Regularly monitor and review all our job selection procedures and criteria and making changes to ensure unfair discrimination does not take place;
- Take appropriate action, using agreed procedures, if staff breach this policy;
- Provide training and guidance, particularly for support staff and line managers, to ensure they understand this policy and their legal responsibilities;
- Monitor recruitment and employment statistics to identify under-representation in order to successfully implement this policy equality and diversity awareness will be an essential part of staff induction, in-service training and staff ongoing professional development.