

## Our Equality Objectives

We have identified key objectives that our school will focus on this year.

These objectives will help us to meet the three arms of the general duties required in the Equality Act 2010 to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Our equality objectives are:

- To promote cultural development and understanding through a rich range of experience, both in and beyond the school
- To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities
- To ensure the school environment is accessible as possible to all pupils, staff and visitors.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children

\* Equalities information will be updated annually and progress towards our objectives will be monitored and reviewed every year. In line with legislation, the objectives will be re-published formally, at least every 4 years.

### Equality Objectives for period January 2024 – January 2028

Objective	Which group(s) with protected characteristics will this benefit/	Actions and who will be involved?	Timescale	Which general duty/ies will it address?	How will we measure our success?
To promote cultural development and understanding through a rich range of experience, both in and beyond the school	Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment,	Programme of visits to include places of worship and larger towns and cities  Programme of visitors organised for assemblies to share different faiths and cultures  Senior Leadership Team, RE subject leader,	Visit and visitors programme set by Sept. 2020  Termly visitors	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	Pupils in the Academy will have a wider experience of a divergent society  Children understand that they are part of a multi- faith society and learn the values of other religions
To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities	Disability, Gender, Race, Religion or belief,	Analysis of register of attendance. Parents and pupil questionnaire.  Heads of school, PE co-ordinator	Parent questionnaire – summer term 2020  Re-visit questionnaire annually Summer term.	Advance equality of opportunity between people who share protected characteristics and those who do not	Increase of attendance to after-school clubs.  All disadvantaged children attend at least one club or activity during the year.
To ensure the school environment is accessible as possible to all pupils, staff and visitors.	Disability, Gender,	Keep accessibility plan up to date (see plan)  SENCO, Health and Safety Governors	ongoing	Advance equality of opportunity between people who share protected characteristics and those who do not	All pupils able to access learning and environment
To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010	Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment,	Create effective system for recording incidences of discriminatory behaviours.  Systems ensure swift identification of any issues, prompt and effective action	Feedback from pupils - termly	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	Reduced incidents of specific name calling i.e. homophobic/ racist  Improve everyone's understanding of the implications of homophobic name calling

		involving parents where necessary and comprehensive recording.			Parents will work with the school to eliminate
Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children	Disability, Gender, Race,	Modify provision in order to meet all children's needs and interests.  Introduce more specific interventions for Literacy and Numeracy  Improve parental engagement by coming into school and being part of the learning experience  Class teachers, SENCo, parents	Ongoing – see SDP	Advance equality of opportunity between people who share protected characteristics and those who do not	The gap between SEN pupils and non SEN pupils will be narrowed
	Monitoring arrangements:  Equality Governor to monitor work on Equalities Act through analysis of data and presentation of evidence by staff concerned.				
	Review dates: January 2028				