

Equality Objectives Action Plan and Impact Assessment

Whetley Academy Equality Objectives 2017-2018	Action	Action in place by when?	Impact - Review July 2018
1. Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our academy community.	<ul style="list-style-type: none"> • Develop the SMSC curriculum through development of the Foundation Subjects in topic work • Provide Themed Days that address local, national and international culture and events 	Ongoing – all staff involved in delivering a rich curriculum	Foundation subjects have begun to contribute to a curriculum which supports SMSC.
2. Monitoring and promotion of the involvement of all groups of students in the extra-curricular life of the academy, including leadership opportunities, especially students with special educational needs and disabilities.	<ul style="list-style-type: none"> • Provide a diverse range of extra-curricular sports clubs • Monitor involvement in extra-curricular sports clubs • Target non-involvement in extra-curricular sports clubs by providing a broad range of sports and tracking inclusion 	Review termly by PE leader	<p>There are equal opportunities to be involved in sporting events as well as after school clubs.</p> <p>Children are targeted for non-involvement</p>
3. Actively close gaps in attainment and achievement between students and groups of students especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.	<ul style="list-style-type: none"> • Develop whole school provision mapping, work sample scrutiny and tracking for SEND • Continue to conduct weekly/fortnightly progress meetings • Provide intervention for targeted groups or individuals 	From Sept 2017 for all classes	<p>The attainment of children is rigorously monitored through weekly/fortnightly pupil progress meetings.</p> <p>Individuals and groups of children are monitored, underachievement is highlighted and interventions take place.</p> <p>Provision mapping, monitoring and tracking of provision and achievement of SEND is consistent</p>

<p>4. Continue to improve accessibility across the school for students; staff and visitors with disabilities, including access to specialist teaching areas.</p>	<ul style="list-style-type: none"> • Consider accessibility when planning educational visits or workshops • Consider alternative arrangements to ensure inclusion in all aspects of school life and extra-curricular events 	<p>Ongoing</p>	<p>Accessibility is taken into account when planning school events</p> <p>Children/staff/visitors with physical impairment have alternative arrangements made to ensure fair access.</p>
<p>5. Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.</p>	<ul style="list-style-type: none"> • Ensure all appointments are made under the public sectors equality duty by continuously updating training of those involved in recruitment 	<p>Ongoing</p>	<p>All appointments are made under the public sectors equality duty</p>
<p>6. Reduce the incidence of the use of homophobic, sexist and racist language by students in the academy.</p>	<ul style="list-style-type: none"> • Develop a theme of diversity, tolerance and inclusion across school through the SMSC curriculum, themed days, RE and SRE • Ensure consistent use of the reward and consequence behaviour management policy • Ensure accurate recording of all behaviour incidents 	<p>Ongoing</p>	<p>There is a zero tolerance approach to discriminatory language. The Academy uses a system of consequences as a deterrent.</p> <p>Monitoring of such language is maintained and reviewed.</p> <p>A theme of tolerance and respect runs through our assembly programme and SMSC curriculum. Student's views have been sought throughout the academic year.</p>