

Equality Objectives Action Plan – September 2023



The nine protected characteristics under the Equality Act are referenced in the following Equality Objectives: Age, Disability, Gender reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief and Sex.

| Equality Objectives | Action | Action in place by when? | Annual Review – September 23 |
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| <p>1. Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our academy community.</p> | <ul style="list-style-type: none"> • Teach a progressive PSHE curriculum that includes RE, relationships, citizenship (British Values) and health and wellbeing. • Provide themed days that address local, national and international culture and events. • Develop the Academy Pupil Voice responsibility across school in fundraising, charity events and out of school representation. | <p>Ongoing. All staff involved in delivering a rich curriculum.</p> | |
| <p>2. Monitoring and promotion of the involvement of all groups of students in the extracurricular life of the academy, including leadership opportunities, especially students with special educational needs and disabilities.</p> | <ul style="list-style-type: none"> • Provide a range of extra-curricular sports clubs which are open to all groups. • 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. • Ensure the Academy Pupil Voice is voted for in a democratic process in each class. • Develop a whole school approach to debate, that covers topical issues using votes4schools. | <p>Review termly by sports coach, SLT</p> | <ul style="list-style-type: none"> • |

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| <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.</p> | <ul style="list-style-type: none"> • Focus RAG meetings on specific groups to discuss and plan the way forward. • Provide intervention for targeted groups or individuals. | <p>End of year review</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 extracurricular events | <p>Ongoing</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>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 culture of diversity, tolerance and inclusion across school through the SMSC curriculum, themed days, whole school curriculum, RE and RSHE. • Ensure consistent use of the reward and consequence behaviour management policy • Ensure accurate recording of all behaviour incidents through CPOMs. | <p>Ongoing</p> | |