



Equality Objectives 2023-2025

Objective 1	Key actions	Timeframe	Responsible
Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups, through a broad and balanced curriculum and effective PSHE delivery.	<ul style="list-style-type: none">● Implement PSHE/RSE scheme across the school, including whole school assemblies.● Implementations of RE scheme.● Organise 'Experience ladder' visits to other cultural places.	September 2023 – July 2025	LS/All Staff

	<ul style="list-style-type: none"> •Mark and education children on different religious celebrations and their significance. •Continue to teach British Values through assemblies and curriculum links. 		
Objective 2	Key actions	Timeframe	Responsible
To ensure that there is proportional representation of diverse groups, for example through literature and images.	<ul style="list-style-type: none"> •Continue to celebrate diversity in temporary and permanent displays. •Develop the breath of diversity in reading books, both fiction and non-fiction. •Celebrate diverse international events. 	September 2023 – July 2025	LWr/All Staff
Objective 3	Key actions	Timeframe	Responsible

<p>Ensure that access to a broad and balanced curriculum is considered in terms of visible and invisible barriers, especially for 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"> ●Ensure all pupils are included in full curriculum. ●Only short interventions (time or period) are used, to ensure access to all subjects – this is for all pupils. ●Provide additional resources to support children to access the curriculum. ●Differentiate learning as appropriate. ●Ensure all pupils are supported to attend all trips. 	<p>September 2023 – July 2025</p>	<p>LS/PH/MT</p>
<p>Objective 4</p>	<p>Key actions</p>	<p>Timeframe</p>	<p>Responsible</p>
<p>Monitoring and promotion of the involvement of all groups of pupils in the extra-curricular life of the academy, including leadership opportunities, especially pupils with special educational needs and disabilities.</p>	<ul style="list-style-type: none"> ●Encourage different groups to participate in after-school clubs. ●Encourage diverse representation on school panels e.g. playleaders, school council, etc. 	<p>September 2023 – July 2025</p>	<p>GB</p>
<p>Objective 5</p>	<p>Key actions</p>	<p>Timeframe</p>	<p>Responsible</p>

<p>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"> ●Quality First Teaching uses to support all pupils. ●Use PP and SEN funding to provide interventions. ●Use catch up funds to support attainment gaps. ●Use RAG meetings to monitor progress and support new strategies. ●Uses funds to support additional resourcing and resources to aide progression. 	<p>September 2023 – July 2025</p>	<p>LS/All Staff/SLT</p>
<p>Objective 7</p>	<p>Key actions</p>	<p>Timeframe</p>	<p>Responsible</p>
<p>To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act.</p>	<ul style="list-style-type: none"> ●Implement PSHE scheme across the school, including whole school assemblies to develop SMSC breadth and understanding, especially around inclusion. ●Embedded British Values through our PSHE, assemblies and wider curriculum. ●Reinforce the school rules and use this in everyday language in school. ●Continue to develop nurturing culture, where children feel safe to talk about their feelings. ●Use well-being questionnaire to gauge wellbeing. ●Implement the school Behaviour Policy around bullying conducted in and outside of school (as per the policy). 	<p>September 2023 – July 2025</p>	<p>SB</p>

Objective 8	Key actions	Timeframe	Responsible
To promote the attendance and punctuality of vulnerable groups, with strategies being implemented to support a reduction in persistent absenteeism.	<ul style="list-style-type: none"> ●Use Attendance Officer and EWO to track and implement strategies to support attendance. ●Work closely with parents from an early stage if attendance is an issue to ensure school is accessible to pupils and parents. ●Celebrate positive attendance on a weekly basis. 	September 2023 – July 2025	
Objective 9	Key actions	Timeframe	Responsible
To communicate our commitment to equality and diversity with the wider community e.g. parents, PTA, LGC and other groups, to seek their support enhance the	<ul style="list-style-type: none"> ●Communicate our policies and intentions with the LGC and parents. ●Include parents in inclusive events. ●Share learning with parents through school communications avenues. ●Expect high standards from all adults. 	September 2023 – July 2025	PH

Agreed – September 2023

Review - July 2025