

...Changing lives

Equality Objectives 2019-2020	Action	Action in place by when?	Impact-Review July 2020
<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"> • Develop the SMSC curriculum through the development of the whole school approach to the Foundation Subjects • 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>Half termly review in leadership. 22.10.19 17.12.20 11.02.20 31.03.20 19.05.20 End of yr review- 14.07.20</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 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 • 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 • Develop inter-school debate competitions within partner schools 	<p>Half termly review in leadership. 22.10.19 17.12.20 11.02.20 31.03.20 19.05.20 End of yr review- 14.07.20</p>	

<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"> • Develop whole school provision mapping, work sample scrutiny and PIVATs tracking for SEND • Continue to conduct weekly/fortnightly progress meetings • Provide intervention for targeted groups or individuals 	<p>Half termly review in leadership. 22.10.19 17.12.20 11.02.20 31.03.20 19.05.20 End of yr review- 14.07.20</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>Half termly review in leadership. 22.10.19 17.12.20 11.02.20 31.03.20 19.05.20 End of yr review- 14.07.20</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 	<p>Half termly review in leadership. 22.10.19 17.12.20 11.02.20 31.03.20 19.05.20 End of yr review- 14.07.20</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, whole school curriculum, RE and SRE • Ensure consistent use of the reward and consequence behaviour management policy • Ensure accurate recording of all behaviour incidents • Exclusion to be used at the discretion of the HoA 	<p>Half termly review in leadership. 22.10.19 17.12.20 11.02.20 31.03.20 19.05.20 End of yr review- 14.07.20</p>	