

Equality Objectives Action Plan 2018-19

Objective 1

Promotion of cultural and social understanding and awareness of people who are different to us and people we know.

Actions

- Develop the whole school SMSC curriculum.
- Provide Themed Days that address local, national and international culture and events
- Develop the Academy council's responsibility across school in fundraising, charity events and out of school representation.
- Develop opportunities for children to meet, socialise and learning collaboratively with children from a range of background.

Objective 2

Ensure that displays in classrooms and corridors promote diversity in terms of race, gender, disability and ethnicity.

Actions

- Ensure that there are a range of images of different children, including children of different ethnicities, race and disability.
- Ensure that we actively promote understanding and acceptance of people who are different to us.
- Ensure that we are inclusive of people who are different to us.
- Celebrate the things that make us unique 'Odd Sock Day'
- Consider ways of representing different people via the curriculum e.g. topic choices, class texts, etc.

Objective 3

Ensure that access to main 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.

Actions

- Consider access and engagement issues for children with specific characteristics.
- Conduct pupil voice to discover pupil's ideas and concerns around specific subjects.
- Develop opportunities for children to develop their skills with additional support.
- Consider specialist support that can be used to develop engagement and access for all.
- Ensure that there is no financial barriers to engaging in the curriculum.

Objective 4

Promotion, encouragement and assessment of the involvement of all groups of students in the extra-curricular life of the academy, including after school clubs, trips and positions of responsibility, especially students with special educational needs and disabilities.

Actions

- 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 Council 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
- Consider accessibility when planning educational visits or workshops
- Consider alternative arrangements to ensure inclusion in all aspects of school life and extra-curricular events
- Ensure that there is no financial barriers to engaging in extra-curricular activities.

Objective 5

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.

Actions

- Monitoring in school will identify provision for specific groups.
- RAG assessment paying particular attention to specific groups' attainment.
- 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
- Ensure the AAB provide challenge to SLT around attainment of specific groups, potentially with specific responsibilities.

Objective 6

Increase understanding and tolerance in school to reduce the chance of incidences homophobic, sexist and racist language by students in the academy.

Actions

- 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
- Exclusion to be used at the discretion of the HoA
- Ensure the AAB provide challenge to SLT around management of incidents.

Agreed – October 2018

Review – September 2019