

Academy Equality Objectives

EPA Equality Objectives 2019-2020	Action	Action in place by when?	Impact - Review July 2020
1. Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our academy community.	Develop the SMSC curriculum through the Jigsaw curriculum and themed work across the curriculum <ul style="list-style-type: none"> • Provide Themed days and weeks that address local, national and international culture and events • Appoint an academy council which will be responsible for fundraising, charity events and out of school representation 	Ongoing – all staff involved in delivering a rich curriculum	Theme days are implemented and ongoing. Academy council elected and some events undertaken- pupils to have a greater role in the academy next year. This has not been at the level planned due to COVID-19
2. Monitoring and promotion of the involvement of all groups of students in 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 team	Tennis club, table tennis club, football, netball clubs as part of an ongoing cycle. This has not been at the level planned due to COVID-19

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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"> • 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 	<p>Ongoing – see pupil premium plans and Inclusion ADP</p>	<p>Impact see HEADLINE Data</p>
<p>4. Consider accessibility arrangements 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>All trips and visits/visitors assessed to ensure inclusivity</p> <p>This has not been at the level planned due to COVID-19</p>

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<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>Ongoing</p>	<p>Trust and academy commitment to equality and diversity.</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>Implementation of JIGSAW. RE curriculum implemented in-line with the local syllabus. CPOMs record keeping implemented.</p>

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