



Equality Objectives 2023-2024

The protected characteristics referred to in the Equality and Diversity Objectives are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

Objective 1	Key actions	Timeframe	Responsible
Promotion of cultural understanding and a greater depth of awareness of different religious beliefs and traditions between different ethnic groups, through a broad and balanced curriculum and provision offer.	<ul style="list-style-type: none"> • Continue to embed the DELTA RE Curriculum across the school, including whole school assemblies. • Review the whole school PLEDGES to ensure a focus on diversity and equality. • Increase the amount of visits and visitors for RE/PSHE to develop 'hands on' and 'first hand' experiences for children. • Continue to teach British Values through assemblies and curriculum links. 	September 2023 – July 2024	HoA SLT Personal Development Team AAB
Objective 2	Key actions	Timeframe	Responsible
To ensure that there is proportional representation of diverse groups within the learning environment, for example through literature. resources 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. • 'Here I am' book spine evident in school. • Celebrate diverse international events. 	September 2023 – July 2024	AAB HoA

Objective 3	Key actions	Timeframe	Responsible
Continue to embed the Reading Enhanced Curriculum whilst reviewing the significant people studied to ensure that there is a balance of representation.	<ul style="list-style-type: none"> • 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. • Continue to embed a range of strategies to support 'knowing more and remembering more.' • Review key/significant people within the curriculum 	September 2023 – July 2024	HoA All staff AAB
Objective 4	Key actions	Timeframe	Responsible
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.	<ul style="list-style-type: none"> • Encourage different groups to participate in after-school clubs. • Encourage diverse representation on school panels and where pupils have additional responsibilities e.g. Thrive ambassadors, school council, etc. 	September 2023 – July 2024	HoA SLT Personal Development Team AAB
Objective 5	Key actions	Timeframe	Responsible
Continue to 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.	<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. 	September 2023 – July 2024	HoA All staff AAB
Objective 6	Key actions	Timeframe	Responsible
To actively support the inclusion, attainment and well-being of our pupils who are 'new to country'.	<ul style="list-style-type: none"> • Uses funds to support additional resourcing and resources to aide progression. • Use curriculum (Including British Values) opportunities to develop understanding and inclusion of pupils in all areas of school and community life. • To utilise translation apps and programmes to support communication. 	September 2023 – July 2024	HoA All staff AAB

Objective 7	Key actions	Timeframe	Responsible
To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act.	<ul style="list-style-type: none"> • Embedded British Values through our PSHE, assemblies and wider curriculum. • Continue to develop nurturing culture, where children feel safe to talk about their feelings, by continuing to embed Thrive. • Bullying incident information logs used to inform next steps for individuals, groups and the whole school. 	September 2023 – July 2024	HoA SLT Anti-bullying Co-ordinator
Objective 8	Key actions	Timeframe	Responsible
To promote the attendance and punctuality of vulnerable groups (specifically EAL pupils) with strategies being implemented to support a reduction in persistent absenteeism.	<ul style="list-style-type: none"> • Use Attendance Officer 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 2024	HoA All staff AAB
Objective 9	Key actions	Timeframe	Responsible
To continue to communicate our commitment to equality and diversity with the wider community e.g. parents, AAB and other groups, to seek their support enhance the impact.	<ul style="list-style-type: none"> • Communicate our policies and intentions with the AAB and parents. • Include parents in inclusive events. • Share learning with parents through school communications avenues. • Expect high standards from all adults. 	September 2023 – July 2024	AAB HoA

Agreed – September 2023

Review – September 2024