

Westerton Primary Academy

Equality Objectives



Vision:

A highly educated Academy where opportunity is equal for pupils no matter what their background or family circumstances.

Impact:

We will achieve this vision through three strategic aims, which are mutually reinforcing. The associated actions are intended to benefit all pupils. In enabling Woodkirk Academy and others to work towards the aims we shall look at evidence of progress for people with characteristics protected under the Equality Act of 2010, as part of our responsibility to eliminate discrimination, promote equality and foster good relations.

Implementation:

As an Academy we will achieve this vision by:

- A curriculum that is rich in diversity, inclusivity and equality for all. This will be through the taught curriculum that plans to explicitly reference the Protected Characteristics where they can be linked to in curriculum content.
- A Form Tutor Programme that offers diversity, inclusivity and equality by being mapped to SMSC, FBV's and PC's.
- An Assembly Programme that represents diversity, inclusivity and equality by being mapped to SMSC, FBV's and PC's.
- A positive Behaviour Policy that represents diversity, inclusivity and equality.
- An extracurricular Programme that is diverse in opportunity, inclusive and equal for all.
- Wider Academy events through the hidden curriculum that link to the taught curriculum, representing diversity, inclusive and equality.
- A transition Programme that represents diversity, inclusivity and equality.
- A fostering of good relations between home and school that is representative of diversity, inclusivity and equality: parents evening, open evening/information events.
- Trips and out of lesson events that represent diversity, inclusivity and equality.

1. Raise Standards of Educational Achievement:

Equality objective: ensure that all children gain the knowledge and experience they need to prepare them for the next stage of their education and into adult life, through the Curriculum.

2. Close the Attainment Gap:

Equality objective: to close the gap for all pupils, including pupils in care, SEND and Disadvantaged by ensuring increased opportunities and improved outcomes.

3. Supporting all Pupils:

Equality objective: help pupils to fulfil their full potential, by supporting pupils and their families, focusing support on improving the lives of the most vulnerable pupils.

Protected Characteristic	Group	Specific Objectives to Support the Equality Act 2010	Deadline
Disability	All	<ul style="list-style-type: none">To ensure access to the full curriculum with scaffolded support and carefully considered adjustments where required.To consider the needs of all pupils and staff, making accurate assessments and providing appropriate support and access to resources as identified in their individual support plans or WASP.	Ongoing
Race	All	<ul style="list-style-type: none">Ensure ambitious knowledge embedded, understanding and tolerance of difference through the school curriculum and school values. Continue to review the curriculum to ensure direct or indirect discrimination is prevented.	Ongoing
Religion or Belief	All	<ul style="list-style-type: none">Further embed knowledge, understanding and tolerance of difference through the school curriculum and school values. Continue to review the curriculum to ensure direct or indirect discrimination is prevented.Embed 'places of worship' trips within each year group and work towards religious leaders attending relevant assemblies.	Ongoing July 2024

Protected Characteristic	Group	Specific Objectives to Support the Equality Act 2010	Deadline
Gender Reassignment and Sexual Orientation	Staff	<ul style="list-style-type: none"> • Schedule and deliver targeted training around LGBT+ in accordance with UK law and British Values. Enable staff to use terminology correctly and sensitively and be able to challenge students' prejudices. 	July 2024
Sex	Staff	<ul style="list-style-type: none"> • Schedule and deliver targeted training tackling gendered expressions and begin to foster an environment where students are not expected to align with boy/girl stereotypes. 	July 2024