



Blackgates Primary Academy Equality Objectives

VISION:

A highly educated primary Academy in which each person in our school will be given fair and equal opportunities to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, sexuality and disability.

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 Blackgates Primary 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 both implicitly and explicitly through our existing curriculum.
- A PSHE curriculum, bespoke to our school, that offers diversity, inclusivity and equality by being mapped to SMSC, FBV's and PC's.
- Assemblies that represent diversity, inclusivity and equality by being mapped to SMSC, FBV's and PC's.
- A positive Behaviour Policy following the 'Positive Regard' approach that represents diversity, inclusivity and equality.
- Extra-curricular activities that are inclusive and accessible to all.
- A fostering of good relations between home and school that is representative of diversity, inclusivity and equality: parents evening, 'Stay and Play' in Early Years, specific subject work exhibitions and good parent communications, such as Arbor, Facebook and Tapestry.
- Trips and out of lesson events that represent diversity, inclusivity and equality.
- An annual events programme, in which pupils across the school participate in and/ or learn about global or national events, which promote diversity, equality and inclusion, such as cultural and religious events.

- School Council to act as an equality group, ensuring that pupil voice across the classes and school is heard, respected and used to develop and lead appropriate school initiatives and events.

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
AGE	All	To promote equality, diversity and inclusion actions across our staff body. This will be achieved in several ways, including promoting flexible working, transparency in the gender pay gap and training for staff to eliminate any unconscious bias in recruitment.	On-going
DISABILITY	All	Access to the full curriculum with appropriate and scaffolded support, planned in through careful assessment in conjunction with pupil EHCPs and individual support plans. Regular teacher, parent and SENDCO communication and reviews, ensuring pupil's needs are met. Accommodate access for staff & students, where possible. Reasonable adjustments made according to context of disability. Raise awareness for pupils with a disability, by participation of and embedding knowledge about global and national events. Re-introduce and set up Events Calendar.	On-going
RACE	All	Equal treatment of all, regardless of race. Understanding of and respect for difference through the school values and	On-going

		<p>the curriculum.</p> <p>Promote understanding and respect for variety of communities and cultures through the diverse curriculum, visitors, assemblies, RE and PSHE curriculum, festivals, celebrations.</p> <p>Communicate with parents/ carers in the accessible language so they are able to communicate.</p> <p>Review the behaviour data and set up appropriate and bespoke equality lessons.</p>	
MARRIAGE AND CIVIL PARTNERSHIP	All	<p>Monitor regularly so that there are no practises or policies which could lead to unfair or less favourable treatment of such staff or pupils.</p> <p>Forced marriage to be addressed through staff training.</p> <p>Different kinds of relationships are taught implicitly and explicitly through the curriculum, in particular the PSHE curriculum.</p>	On-going
PREGNANCY AND MATERNITY	All	<p>Deliver the RSE/ Science education age appropriately and ensuring following most recent guidelines and legislation.</p> <p>Create a bespoke risk-assessment if member of staff becomes pregnant.</p>	Reviewed annually and updated based upon DfE guidance.
RELIGION & BELIEF	All	<p>Raise awareness for all students of differing religions by participation of and embedding knowledge about global and national events.</p> <p>Promoting Fundamental British Values through Picture News lessons, 'behaviour curriculum' assemblies and the 'Positive Regard' behaviour approach.</p> <p>Further embed knowledge, understanding and tolerance of difference through the school curriculum and school values.</p> <p>Embed 'places of worship' trips within each year group and work towards religious leaders attending relevant assemblies.</p> <p>Re-introduce and set up 'Events Calendar', ensuring knowledge of a range of religious events are embedded throughout the school.</p> <p>Continue to embed the new RSE curriculum.</p>	On-going

SEXUAL ORIENTATION & GENDER REASSIGNMENT	All	<p>Schedule and deliver targeted training around LGBTQ+ in accordance with UK law and British Values. Enable staff to use terminology correctly and sensitively and be able to challenge students' prejudices.</p> <p>Stereotypes challenged through the implicit and explicit curriculum. The PSHE curriculum to be regularly reviewed to ensure up to date content is used.</p>	On-going
SEX	All	<p>Raise an awareness of the use of gendered expressions and language so that stereotypes are not promoted and pupils are not expected to align with boy/ girl stereotypes. The PSHE curriculum to be regularly reviewed to ensure up to date content is used.</p>	On-going