

Hill Top 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 Hill Top 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, including the scheme One Decision & also Mindmate, 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 and Behaviour Curriculum that represent 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, 'Show & Tell' (KS1 & KS2) 'Stay and Play' in Early Years, celebration assemblies and good communications through the School Jotter App and also Tapestry in EY.
- Trips and 'drop down day' 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, weekly sessions within classes to discuss 'Picture News' and also daily access to Newsround, which all 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. Raising 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. Closing 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	<ul style="list-style-type: none">Continue to check and monitor that there are no practices which could result in unfair and less favourable treatment of such staff and pupils due to age.	Ongoing
Disability	All	<ul style="list-style-type: none">Continue to raise awareness for all pupils of disabilities via assemblies, PSHE lessons, the use of stories and visitors into school.Holding assemblies dealing with relevant issues.Removing disadvantages for pupils and staff with disabilities.Continue to provide opportunities throughout the year for parental/pupil voice to be shared.Ensure that home/school communication is timely, thorough and supportive.Ensure inclusion for all.All children have access to the full curriculum.	Ongoing
Gender Reassignment	All	<ul style="list-style-type: none">Schedule and deliver targeted training around LGBTQ+ in accordance with UK law and Fundamental British Values.Ensure staff use terminology correctly and sensitively and be able to challenge student/parental prejudices.Stereotypes challenged through implicit and explicit curriculum.Provide opportunities for children to share worries and have a voice in a confidential way.Promote LSS support available for children who wish to access it.To ensure that all up to date statutory guidance is followed and all people are treated with tolerance and respect.	Ongoing

Protected Characteristic	Group	Specific Objectives to Support the Equality Act 2010	Deadline
Marriage and civil partnership	All	<ul style="list-style-type: none"> Continue to check and monitor that there are no practices which could result in unfair and less favourable treatment of such staff and pupils. Forced marriage awareness is addressed through staff training. The variety of relationships within society are taught implicitly and explicitly through the PSHE scheme. 	Ongoing
Pregnancy and maternity	All	<ul style="list-style-type: none"> Deliver the RSE/Science education age appropriately. Create a WASP if member of staff is pregnant. 	Reviewed annually and updated based on DfE guidance As applicable
Race	All	<ul style="list-style-type: none"> Promote awareness for all pupils of identity via PSHE and RE lessons, assemblies and visitors to school Promote awareness of communities and cultures through stories, visitors, assemblies, PSHE and RE lessons including festivals and celebrations Provide information in an accessible format for all the people in the school community. This may include having letters translated into a parent's first language or a member of staff explaining letters or other written reports to parents or carers with SEND. 	Ongoing
Religion or belief	All	<ul style="list-style-type: none"> Raise awareness for all pupils of differing religions via RE lessons, assemblies, PSHE and visitors into school. PREVENT Agenda. Promoting Fundamental British Values. Introduce the new RE curriculum. 	Ongoing Sept 2023
Sex	All	<ul style="list-style-type: none"> Schedule and deliver targeted training tackling gendered expressions and begin to foster an environment where pupils are not expected to align with boy/girl stereotypes. 	Ongoing