

East Ardsley 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 both implicitly and explicitly through our existing curriculum.
- A PSHE curriculum and weekly circle time session, 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 restorative practice 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, celebration assemblies and good parent communications through 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. 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	Staff	<ul style="list-style-type: none">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.	Ongoing
Disability	All	<ul style="list-style-type: none">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.	Ongoing

Protected Characteristic	Group	Specific Objectives to Support the Equality Act 2010	Deadline
Gender Reassignment and Sexual Orientation	All	<ul style="list-style-type: none"> • 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. • Stereotypes challenged through the implicit and explicit curriculum. The PSHE curriculum to be regularly reviewed to ensure up to date content is used. • To ensure all statutory guidance is followed and all people are treated with tolerance and respect. 	Ongoing
Marriage and Civil Partnership	All	<ul style="list-style-type: none"> • 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. • Forced marriage awareness is addressed through staff training. • Marriage is taught the PSHE curriculum. 	Ongoing
Pregnancy and Maternity	All	<ul style="list-style-type: none"> • 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. • Pregnancy is taught through the RSHE curriculum. 	Ongoing
Race	All	<ul style="list-style-type: none"> • 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. • Understanding of and respect for difference through the school values and the curriculum. To set up a school group to share experiences of racism and address intolerance in school. • Equal treatment of all, regardless of race. 	Ongoing

Protected Characteristic	Group	Specific Objectives to Support the Equality Act 2010	Deadline
Religion or Belief	All	<ul style="list-style-type: none"> • Raise awareness for all students of differing religions by participation of and embedding knowledge about global and national events. • Embed 'places of worship' trips within each year group and work towards religious leaders attending relevant assemblies. • Introduce the new R.E syllabus changes. 	Ongoing September
Sex	All	<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. 	Ongoing