

Equality Objectives 2022/2023 - Review September 2023

Objective 1

Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups, through a broad and balanced curriculum and effective PSHE delivery.

Actions

- We delivered the Jigsaw PSHE curriculum, with additional themes and events to support and extend this.
- We teacher RE following the Leeds agreed syllabus/REC planning.
- We included visits to different religious places of worship including visits to Churches, temples and synagogues.
- The children had the opportunity to take part in themed events such as anti-bullying week and celebrations of Diwali.
- We developed access to a wide variety of books and resources, with diverse themes. Our library includes access to a range of books on different religions, which children can access.

Objective 2

To ensure that there is proportional representation of diverse groups, for example through literature and images.

Actions

- We took part in the celebration of Black History month and had a book theme in each reading area for children to access. This promoted both literature and represented images of black people within the academy.
- We took part in Refugee week and invested in literacy which was displayed and available for pupils to access.
- We engaged with the Red Cross who completed workshops in both Year 6 class, looking at empathy in relation to migration, as part of Refugee week.
- We actively included a range of diverse imagery around the academy e.g. posters, displays, etc.

Objective 3

Ensure that access to a broad and balanced curriculum is considered in terms of visible and invisible barriers, especially for students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.

Actions

- We have a curriculum which allows pupils to challenge themselves daily, with no bar to achievement e.g. SDI maths.
- SEN pupils take part in the full curriculum and extra-curricular activities.
- We have support in place to help remove barriers to learning.
- CPD took place to support integration of refugee pupils into academies and access learning.
- Adaptations are in place to support our SEN learners, based on expert advice and CPD.

Objective 4

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.

Actions

- Our Academy Parliament members were placed based on a democratic vote and was representative of gender and SEN need.
- Our Pupil Premium pupils are able to access places to after school clubs prior to other groups.
- We support participation in groups, tuition for musical instruments and visits by supplementing or funding activities.
- We provide books to our Pupil Premium children three times a year to ensure they have access to high quality literature in the home.
- We ensure that we provide access to sporting competitions to all pupils.

Objective 5

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.

Actions

- Our Year 6 data has shown improved attainment for our disadvantaged pupils.
- We saw positive progress across the year in phonics and KS1/2 subjects, due to support and interventions.

Objective 6

To actively support the inclusion, attainment and well-being of our growing refugee community.

Actions

- We took part in Refugee Week so that children have empathy and understanding of different children's journeys.
- We provided specific interventions to help close the gap to the children's peers e.g. daily phonics sessions, across all year groups.
- Specific EAL assessment and strategies were used to support children.
- CPD was undertaken and shared to support inclusion in the classroom.

Objective 7

To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act.

Actions

- We use the PSHE curriculum to explore protected characteristics.
- We use behaviour systems consistently within our behaviour management policy.
- Any incidents of bullying, racism, remarks are recorded and provided to the AAB, whilst pupils are held to account for their behaviours and given support to change those behaviours. We work with pupils and families to achieve this.
- We have a rigorous and consistent approach to record any incident on CPOMS.
- We take part in Anti-bullying week on an annual basis.

Objective 8

To promote the attendance and punctuality of vulnerable groups, with strategies being implemented to support a reduction in persistent absenteeism.

Actions

- We use early intervention to support families.
- Where necessary we engaged with the EWO.
- Attendance is celebrated in the newsletter each week.
- All staff are asked to promote positive attendance.

Objective 9

To communicate our commitment to equality and diversity with the wider community e.g. parents, PTA, AAB and other groups, to seek their support enhance the impact.

Actions

- We have shared information about events and the curriculum with the wider community.
- We still have further opportunities to engage and we will continue this as a future target.