

## Equality Objectives 2023-2024

The protected characteristics referred to in the Equality and Diversity Objectives are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

Objective 1	Key actions	Timeframe	Responsible
Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups, through a broad and balanced curriculum and effective PSHE delivery.	<ul style="list-style-type: none"> <li>• Implement Dimensions PSHE/RSE scheme across the school, including whole school assemblies.</li> <li>• Implementations of Discovery RE scheme.</li> <li>• Organise 'Experience ladder' visits to other cultural places.</li> <li>• Mark and education children on different religious celebrations and their significance.</li> <li>• Continue to teach British Values through assemblies and curriculum links.</li> </ul>	September 2023 – July 2024	Jo Sercombe SLT AAB
Objective 2	Key actions	Timeframe	Responsible
To continue to ensure that there is proportional representation of diverse groups, for example through literature and images.	<ul style="list-style-type: none"> <li>• Continue to celebrate diversity in temporary and permanent displays.</li> <li>• Develop the breath of diversity in reading books, both fiction and non-fiction.</li> <li>• Celebrate diverse international events.</li> </ul>	September 2023 – July 2024	Jo Sercombe Reading Lead
Objective 3	Key actions	Timeframe	Responsible
Increase engagement in after school activities and competitions, with disadvantaged pupils.	<ul style="list-style-type: none"> <li>• Encourage different groups to participate in after-school clubs.</li> <li>• Encourage diverse representation on school panels e.g. playleaders, school council, etc.</li> </ul>	September 2023 – July 2024	Jo Sercombe SLT AAB

Objective 4	Key actions	Timeframe	Responsible
<p>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.</p>	<ul style="list-style-type: none"> <li>• Quality First Teaching uses to support all pupils.</li> <li>• Use PP and SEN funding to provide interventions.</li> <li>• Use catch up funds to support attainment gaps.</li> <li>• Use RAG meetings to monitor progress and support new strategies.</li> <li>• Uses funds to support additional resourcing and resources to aide progression.</li> </ul>	<p>September 2023 – July 2024</p>	<p>Jo Sercombe Teaching and support staff AAB</p>
Objective 5	Key actions	Timeframe	Responsible
<p>To actively support the inclusion, attainment and well-being of our growing/changing community.</p>	<ul style="list-style-type: none"> <li>• Engage with parents and children to welcome them into the academy.</li> <li>• Actively encourage parents to share their culture.</li> <li>• Use curriculum (Including British Values) opportunities to develop understanding and inclusion of pupils in all areas of school and community life.</li> <li>• Look at opportunities to learn basic of language.</li> <li>• Celebrate key celebrations such as Chinese New Year.</li> <li>• Ensure there is representation of our demographics within school, including authors, images and texts.</li> </ul>	<p>September 2023 – July 2024</p>	<p>Jo Sercombe All staff AAB</p>
Objective 6	Key actions	Timeframe	Responsible
<p>To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act.</p>	<ul style="list-style-type: none"> <li>• Implement Dimensions PSHE scheme across the school, including whole school assemblies to develop SMSC breadth and understanding, especially around inclusion.</li> <li>• Embedded British Values though our PSHE, assemblies and wider curriculum.</li> <li>• Reinforce the school rules and use this in every-day language in school.</li> <li>• Continue to develop nurturing culture, where children feel safe to talk about their feelings,</li> </ul>	<p>September 2023 – July 2024</p>	<p>Jo Sercombe All staff AAB</p>

	<p>but implementing Thrive, Worry Boxes (not exhaustive).</p> <ul style="list-style-type: none"> <li>• Eradicate the incidence of the use of homophobic, sexist and racist language by students in the academy, through education of meaning and impact.</li> <li>• Implement the school Behaviour Policy around bullying conducted in and outside of school (as per the policy).</li> </ul>		
<b>Objective 7</b>	<b>Key actions</b>	<b>Timeframe</b>	<b>Responsible</b>
To continue 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.	<ul style="list-style-type: none"> <li>• Communicate our policies and intentions with the AAB and parents.</li> <li>• Include parents in inclusive events.</li> <li>• Share learning with parents through school communications avenues.</li> <li>• Expect high standards from all adults.</li> </ul>	September 2023 – July 2024	Jo Sercombe SLT AAB

**Agreed – September 2023**

**Review – September 2024**