

Equality Objectives 2020-2021 Action	Action	Action in place by when?	Impact-Review July 2021
1. Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our academy community.	Develop the SMSC curriculum through the development of the whole school approach to the Foundation Subjects <ul style="list-style-type: none"> <li>• Provide Themed Days that address local, national and international culture and events</li> <li>• Develop the Academy Pupil Voice responsibility across school in fundraising, charity events and out of school representation</li> </ul>	Half termly review	
2. Monitoring and promotion of the involvement of all groups of students in the extracurricular life of the academy, including leadership opportunities, especially students with special educational needs and disabilities.	<ul style="list-style-type: none"> <li>• Provide a diverse range of extracurricular sports clubs</li> <li>• Monitor involvement in extra-curricular sports clubs</li> <li>• Target non-involvement in extracurricular sports clubs by providing a broad range of sports and tracking inclusion</li> <li>• Ensure the Academy Pupil Voice is voted for in a democratic process in each class</li> <li>• Develop a whole school approach to debate, that covers topical issues               <ul style="list-style-type: none"> <li>• Develop inter-school debate competitions within partner schools</li> </ul> </li> </ul>	Half termly review	
3. 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.	Develop whole school provision mapping, work sample scrutiny and PIVATs tracking for SEND <ul style="list-style-type: none"> <li>• Continue to conduct weekly/fortnightly progress meetings</li> <li>• Provide intervention for targeted groups or individuals</li> </ul>	Half termly review	
4. Continue to improve accessibility across the school for students; staff and visitors with disabilities, including access to specialist teaching areas.	<ul style="list-style-type: none"> <li>• Consider accessibility when planning educational visits or workshops</li> <li>• Consider alternative arrangements to ensure inclusion in all aspects of school life and extracurricular events</li> </ul>	Half termly review	

<p>5. Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.</p>	<ul style="list-style-type: none"> <li>• Ensure all appointments are made under the public sectors equality duty</li> </ul>	<p>Half termly review</p>	
<p>6. Reduce the incidence of the use of homophobic, sexist and racist language by students in the academy.</p>	<ul style="list-style-type: none"> <li>• Develop a theme of diversity, tolerance and inclusion across school through the SMSC curriculum, themed days, whole school curriculum, RE and SRE</li> <li>• Ensure consistent use of the reward and consequence behaviour management policy</li> <li>• Ensure accurate recording of all behaviour incidents</li> <li>• Exclusion to be used at the discretion of the HoA</li> </ul>	<p>Half termly review</p>	