

EQUALITY OBJECTIVES

Introduction

Our Equality Objectives have been developed in line with the *Equality Act 2010* and Wellspring Academy Trust's Equality Statement, Policy and Objectives. These objectives are part of our commitment to promoting equality and providing an inclusive school.

2018/19 Objectives

	Objective	Reason	How	Who	When	Progress
1.	Undertake an analysis of equal opportunities	To identify any potential inequality, demonstrating that the school is attempting to eliminate discrimination and advance equality	Reply to the Trust's Equal Opportunities Monitoring Form, identifying any areas of potential inequality and report to the Governing Body with the findings	SR	Jul 2019	
2.	Promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity	To ensure that our school community understands that we live in a diverse country that recognises, celebrates and tolerates different views, faiths and cultures	Use Assembly times to reference spiritual, moral, social and cultural themes and provide time for pupils to reflect on these Resource the school with stories from other cultures and to ensure that children's home lives and familiar things are represented in school activities such as home corners and imaginative play Develop a programme of visitors organised for assemblies to share different faiths and cultures	HOC's	Apr 2019	
3.	Eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	Create an effective system for recording incidences of discriminatory behaviours Ensure systems guarantee swift identification of any issues, prompt and effective action involving parents where necessary and comprehensive recording.	PH	Jun 2019	

	Objective	Reason	How	Who	When	Progress
4.	Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children	Advance equality of opportunity between people who share protected characteristics and those who do not	<p>Modify provision in order to meet children's needs and interests</p> <p>Identify specific interventions for Literacy and Numeracy</p> <p>Improve parental engagement by coming into school and being part of the learning experience</p>	DM	Jul 2019	
5.	Increase staff awareness of Equality and Diversity	To ensure that our staff understand that we live in a diverse country that recognises, celebrates and tolerates different views, faiths and cultures	All staff to complete the Trust's Equality & Diversity training module	SR	May 2019	
6.	Ensure the school environment is accessible as possible to all pupils, staff and visitors.	Advance equality of opportunity between people who share protected characteristics and those who do not	Keep accessibility plan up to date	KB	Aug 2019	

Review date: Oct 2019