

## **Equality Objectives:**

### **E-ACT Core Values: Think Big, Do The Right Thing & Team Spirit.**

<b>Equality Strand</b>	<b>Protected Characteristics</b>	<b>Action</b>	<b>By Whom?</b>	<b>Success Indicators</b>	<b>Monitored by</b>
All strands of the Equality Duty	All	Publish and promote the Equality & Diversity Policy through the school's website, staff meetings and training.	HT & ALT	All staff and are familiar with the principles of the Equality & Diversity Policy and use them when planning lessons and creating displays.	HT & ALT
All strands of the Equality Duty	All	Ensure that the curriculum is relevant and engaging and is planned to incorporate the principles of equality and diversity and has appropriate coverage across the school.	HT & All staff	Curriculum reflects the culture of all students and promotes positive attitudes towards equality & diversity.	HT & ALT
All strands of the Equality Duty	All	Ensure that young people positively identify with, and reflects the school's diversity in terms of ethnicity, gender and disability	HT & All staff	More diversity reflected in school displays. Heightened self-esteem and self-worth.	HT, ALT & Student ambassadors.
Eliminate unlawful discrimination, harassment and victimisation	Disability	Provide and mark at least one car park spaces for disabled users	HT	Disabled users are able to park near the school building.	AAG, HT & ALT
Eliminate unlawful discrimination, harassment and victimisation	Disability	Ensure all fire escape routes are suitable for all	HT	All disabled students, staff, visitors and volunteers have safe and where possible independent evacuation in	AAG, HT & ALT

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				emergency situations.	
Eliminate unlawful discrimination, harassment and victimisation	Disability	Ensure that all academy visits are accessible for all students	HT EVC lead	Venues visited and Risk Assessments completed prior to all visits. All students have access to all academy visits.	AAG, HT & ALT
Eliminate unlawful discrimination, harassment and victimisation	Disability	Ensure that the PE curriculum is accessible to all and to include disability sports where appropriate	HoD	All students have opportunities to participate in PE sessions together.	AAG, HT, ALT and Student voice.
Foster good relations	Race	Provide information for parents in languages other than English if required	HT & ALT	Information available in other languages when required.	AAG, HT & ALT
Advance equality of opportunity	All	Provide targeted and individualised support for students with building social and emotional skills e.g. SEMH support from SEMH specialist, support from the Nurture Hub.	HT & SEND department	Students more able to handle difficult situations less challenging behaviours and reduction in classroom disruption.	AAG, HT & ALT
Advance equality of opportunity	All	Promote positive mental health and wellbeing through nurture groups, raising awareness, SEMH support, through PSHE and through external	All	Students and staff are able to access support as necessary.	AAG, HT, ALT & student mental health ambassadors.

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		agencies Eg. Behaviour Support, Ed Psych, CAMHS and HR			
Fostering good relations	All	Recognise and celebrate cultural events throughout the year to increase student awareness and understanding of different communities.	All	Different cultural and religious traditions and celebrations are valued and made meaningful.	AAG, HT & ALT
Fostering good relations	All	Fundraise for local/national charities throughout the year	All	Increase in the amount of funding raised	AAG, HT & ALT