

Equalities Action Plan 2020-

2024

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on the analysis of our data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Objective from above statement	What we aim to Do to further this	Person responsible	Timescale	Resources	The impact of our work
Provide positive non-stereotyping information about gender roles, family units and diverse groups.	We will actively seek to be gender neutral with regards to home/school communication. This includes not making assumptions over primary contact numbers and actively seeking to engage parents/carers of different genders in engaging with the life of the academy. This will include our parental workshop programme.	HT/DHT	Ongoing +specific focus 2021 - 22	Assembly time slot.	Children and staff have a good understanding of equality, diversity and racism. Children demonstrate a good understanding of different religions and cultures through work in books, assemblies and discussions. Greater understanding and respect of differences.
	We will review our application forms to ensure they do not favour one type of family set up.	AHT in charge of PSHE	Ongoing	AHT release time. Planning time in staff meetings.	Issues are covered through lessons (Cornerstones/PSHE), assemblies and staff CPD.

Our uniform policy will be gender neutral.	HT	ongoing	Stock of uniform in school	The school vision and values promote respect for the differences at Willenhall.
Option subjects will work to dispel gender stereotypes around their subjects and actively promote update from different genders.	All	Ongoing	none	
We will review and update our display boards to ensure representation from a range of diverse backgrounds.	All	Ongoing	Materials sourced to display	
We will include explicit teaching about different types of families in our Personal, Social, Health and Economic (PSHE) education curriculum.	AHT PSHE/PSHE lead	ongoing		
Our Equality and Diversity Calendar will include events across the academy to celebrate a range of religious festivals.	AHT curriculum	ongoing		

	We will explicitly teach about gender roles and stereotyping in our PSHE curriculum.	AHT PSHE/PSHE lead	ongoing		
	Students will be specifically taught about the Equality Act 2010 and the protected characteristics through personal development sessions.	HT/SLT	Ongoing	Planning opportunities as a staff. CPD sessions. Time in the curriculum. SLT/ELT meetings. Assembly rota.	
Improve our knowledge and understanding of discriminatory behaviours within our organisation.	Our Personal, Social, Health and Economic (PSHE) education lead will also be our inclusion Champion and they will ensure there is one event per term that aims to improve staff and students' knowledge about discrimination.	IC/AHT curriculum	ongoing		
	Our inclusion champion will deliver training for all staff on the Equality Act 2010 and reasonable adjustments and	IC/AHT curriculum	ongoing		

	<p>this will form part of the new staff induction.</p>				
	<p>Our <u>E-ACT Ambassadors Group</u> will work with our PSHE lead and student council to help us with a questionnaire to find out about whether staff, families and students feel there is discriminatory behaviour that we don't know about or haven't noticed.</p>	<p>IC/AHT behaviour</p>	<p>ongoing</p>		
	<p>CPOMS will have clear separate categories for discrimination against the nine protected characteristics.</p>	<p>IC/AHT curriculum</p>	<p>ongoing</p>		
	<p>We will log all discriminatory behaviour against any of the protected characteristics to enable us to monitor and identify any areas of concern where more education is needed for staff, students or families.</p>	<p>all</p>	<p>ongoing</p>		

Equality of opportunity: prepare students for life in a diverse society in which students are able to see their place in the local, regional and national and international community.	We will ensure that visitors invited to speak to the students represent a diverse range of individuals.	AHT curriculum/SLT	ongoing	External speakers from local groups	All students are able to access our EACT passport and have an understanding of different cultures and religions
	Weekly reflection sessions for students will give insight into wider global issues and allow enquiry into issues around diversity and discrimination.	AHT curriculum/SLT	ongoing		
	E-ACT Passport activities will provide students with the opportunity to experience wider life experiences away from the academy in order for students to visualise their possible future life choices.	AHT curriculum/SLT	ongoing	E act passport	
	A range of local, national and international charity and raising awareness events throughout the year are carefully selected and delivered in order for students to gain an insight into the wider communities and the possible issues they face.	AHT curriculum/SLT	ongoing		
Improve our experiences available to our students to ensure opportunities and access for all.	We will make sure that all our students, regardless of disability, gender, race, religion, gender reassignment, sexual orientation, pregnancy or age have equal opportunities in taking part in extra-curricular activities. We will collect information about those attending to	AHT curriculum	Ongoing	none	All students able to access extracurricular clubs All students take part in student voice

	evaluate representation and accessibility.				
	We will actively look at ways of tackling any barriers that prevent accessibility. We will regularly obtain the views of all students, particularly those with Education Health and Care Plans (EHCP) and physical disabilities, to ensure that we are meeting their needs and making any necessary adjustments.	AHT curriculum	Ongoing	Student voice is adapted so all can access	