

E-ACT Blackley Academy: Equality Objectives

Review Date: 22/10/21



Equality Objectives	What this means for E-ACT Blackley Academy
<p><i>“To close the attainment gap between boys and girls in English, Mathematics and Science at all key stages.”</i></p>	<ul style="list-style-type: none">● Ensuring Quality First Teaching in all areas of the curriculum.● Using Pupil Progress to ensure rigorous data analysis, and ensuring any gaps are addressed through appropriate intervention and careful curriculum planning.● Gender stereotypes are challenged and equality of sexes promoted.● Activities that engage and inspire all learned are planned into the curriculum where possible.● Curriculum content is carefully planned to ensure balanced coverage.
<p><i>“To promote cultural development and understanding through a rich range of experiences both in and beyond the curriculum.”</i></p>	<ul style="list-style-type: none">● Ensuring all children, regardless of disability, gender, race, religion, gender reassignment, sexual orientation, pregnancy or age have equal opportunities in taking part in extra-curricular activities.● Collecting information about those attending to 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 children and their parents/carers, 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.
<p><i>“To prevent and respond to all hate incidents and prejudice-based bullying.”</i></p>	<ul style="list-style-type: none">● Use the Jigsaw PSHE Curriculum to deliver lessons related to bullying and discrimination, and how to tackle this.● Staff collect, and regularly analyse, data on CPOMS related to harassment, discrimination and unlawful discrimination, in order to plan relevant intervention.● Mentors and leaders in school work with children and families following any incidents of bullying, harassment or unlawful discrimination to ensure these are not repeated and appropriate policies followed.

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	<ul style="list-style-type: none">● In-line with school policies, affected pupils are consulted regarding their feelings, and mediation will take place, to ensure matters are resolved and victims feel supported.● Child-friendly Anti-bullying policy is distributed annually, that outlines unlawful discrimination and any other form of harassment as zero-tolerance behaviours.
<p><i>“To ensure understanding and equality for members of all members of our community, including those who hold any of the 9 Protected Characteristics.”</i></p>	<ul style="list-style-type: none">● Bi-weekly assemblies to be held on Equality and Inclusion, to promote a positive and inclusive culture and help children to broaden their understanding of diversity.● Radicalisation and extremism will be taught discreetly in PSHE, and within whole-school assemblies, to ensure that children are aware of radical views and how to exercise tolerance.● Staff will take part in annual Equality training, to ensure subject-knowledge is up-to-date, and supportive measures for a diverse community are embedded and in place.● A robust policy, that outlines the response to unlawful discrimination, will be followed at all times; staff will be signposted to this during their induction.● Detailed reports on levels of unlawful discrimination, and responses to this will be monitored and analysed regularly.
<p><i>“To close the gap in performance of all pupils with special educational needs or disabilities.”</i></p>	<ul style="list-style-type: none">● Relevant plans are put in place by appropriate professionals i.e. SENCO; Speech & Language Therapists; Educational Psychologists, and disseminated for guidance to relevant staff.● Ensuring all pupils receive quality first teaching, through various performance management strategies.● Appropriate intervention is put in place and relevant curriculum objectives are delivered, through initiatives such as Willows and the Hazel Hub.● Equality of access to wider curriculum and enrichment activities.

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“To close the gap in performance between disadvantaged and non-disadvantaged groups.”

- Ensuring all pupils receive quality first teaching.
- Rigorous data analysis ensures any gaps identified are closed through interventions and careful curriculum planning.
- Equality of access to wider curriculum and enrichment activities.
- Children have the opportunity to attend homework club during school time, enabling them to receive additional support.
- Pupil Premium interventions are held three times a week, during assembly time, by class teachers.
- Teachers are aware of Pupil Premium children, and make an active effort to target these within lesson input and feedback.