



## Equality Objectives 2022-24

### Overall Target

To actively encourage positive attitudes towards those with protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion & belief, sex, sexual orientation) and to meet their needs.

### Intended Impact

Castle Academy is fully inclusive and there is equality of opportunity for all.

<u>Action</u>	<u>Success Criteria</u>	<u>Impact</u>
To continue to actively promote positive attitudes towards others and awareness of equality and diversity	<p>Opportunities are embraced to enrich multi-cultural and multi-faith education:</p> <ul style="list-style-type: none"><li>• <i>Faith leaders from different communities invited into school to enhance teaching and learning.</i></li><li>• <i>Multi-cultural celebrations highlights throughout school calendar and promoted on cultural display board in KS1 corridor.</i></li><li>• <i>RE Curriculum implemented and based upon Doncaster Agreed Syllabus.</i></li></ul> <p>British Values are promoted:</p> <ul style="list-style-type: none"><li>• <i>Best of Britain topic launch in Autumn 2020</i></li><li>• <i>Weekly British Values Assembly focus</i></li><li>• <i>Common visual symbols for British Values shared across school</i></li></ul> <p>Issues of identity, equality, racism, rights and responsibilities are explored with the children:</p> <ul style="list-style-type: none"><li>• <i>Implementation of statutory RSE Curriculum</i></li><li>• <i>Weekly British Values Assembly focus- links to tolerance and promoting awareness of discrimination through themed assemblies etc.</i></li></ul>	Children treat others with dignity and respect and understand the effects of discrimination.
To continue to ensure equality of access for pupils, parents and visitors.	<p>All stakeholders have access to the school site (reasonable adjustments are made where necessary)</p> <p>School documentation is produced in an accessible format (where needed and on request)</p>	Castle Academy is accessible for all.
To promote positive attitudes towards diverse families and home situations.	<p>Stonewall training accessed for updates by staff representative. Training disseminated to all staff.</p> <p>Staff include diversity / prejudice awareness in teaching/displays and event calendar, e.g. Pride Month.</p> <p>RSHE Curriculum implemented from September 2020.</p> <p>PSA to provide bespoke intervention as part of Early Help Assessment to support children and families with diverse home situations.</p>	Children understand and value the diversity that surrounds them and challenge prejudice and stereotyping.

To continue to make all enrichment activities accessible (e.g. extracurricular activities and sporting events).	<p>All pupils participate in all activities across the curriculum (reasonable adjustments are made where necessary). Disabled and SEN pupils are offered the opportunity to represent the school. Disabled and SEN pupils attend all visits and residential trips.</p> <p>Disabled and SEN pupils access the extended/wider curriculum, e.g. Breakfast Club and After School Clubs.</p> <p>SENCO to monitor numbers of disabled and SEN pupils accessing wider curriculum and feedback to SLT.</p>	All pupils' needs are met and all take as full a part as possible in the activities of the school.
To continue to work well in partnership with all parents	<p>Positive relationships exist with all parents (including those with protected characteristics, single parents, vulnerable families, working parents and parents who are reluctant to engage)</p> <p>Parent feedback is sought, considered and acted upon as appropriate (eg meetings, surveys)</p> <p>Parent voice is recorded and acted upon as part of child and family centred EHCP, SEN Support Plan reviews and Early Help Assessments.</p> <p>Parent Consultation Working Party set up to support the development of RSE policy.</p> <p>Development on online platforms to promote parental engagement.</p>	All parents feel supported and included in the life of the school and their children's learning.
To review sex & relationship teaching in light of the Equality Act	<p>RSHE Policy and Curriculum implemented to meet the requirements of the statutory RSE.</p> <p>Parent Consultation Working Party set up to support the development of RSE policy.</p> <p>Coordinate with external agencies to review and deliver sex and relationship teaching, e.g. School Nursing Team.</p>	<p>The SRE policy is consistent with our Equality Policy.</p> <p>The SRE policy meets the statutory requirements.</p>
To be more accountable for how well we are complying with the Equality Act 2010.	The equality objectives are reviewed in the termly reports to the governors.	Our equality of provision will be regularly reviewed and monitored.