

Chadsmead Equality Objectives



Responsibility for oversight and update of this Policy	Headteacher and SENDCo
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Developing the roots to grow and wings to fly

Equality Objectives

At Chadsmead Primary Academy, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

Equality Objective 1:
To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum, ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community.
Why have we chosen this objective:
The majority of our learners are of White British Heritage background and we are increasingly aware of our minority groups within school and aim for them to feel fully included within our schools' curriculum.
To achieve this objective we have to:
Ensure that our curriculum meets National Curriculum Requirements and that all Chadsmead's children have full access to this curriculum where possible; all children within the setting are part of the Chadsmead Community and encourage all children to be involved in school life, take part in all curricular activities and as many extracurricular activities as they can. Each child will take part in the schools' JIGSAW programme and subject leaders will continually update and review the curriculum to meet the needs of learners.

Equality Objective 2:
To ensure that the gaps in achievement between different groups of children and learners, including those with protected characteristics, are being narrowed.
Why have we chosen this objective:
The school data has areas for improvement and we continually identify gaps in learning and address these gaps on a 6 weekly / termly cycle to ensure, where possible that those requiring intervention, receive it.
To achieve this objective we have to:
Regularly assess children's learning to identify learning gaps; identify and ensure programmes of targeted support and additional support are put into place for groups and/or individuals over specific timed periods in order to address the learning needs of children; the outcomes of these programmes will then be reviewed at the end of the agreed period. Additional programmes of support will be put in place for pupils identified with Special Educational Needs and where necessary, external agency support and advice will be sought.

Equality Objective 3:

To eliminate discrimination, harassment and victimisation, ensuring that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identify, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.

Why have we chosen this objective:

We believe that all Chadsmead children irrespective of any of these aspects listed are entitled to an education free from discrimination, harassment and victimisation

To achieve this objective we have to:

Ensure that all children and adults understand the terms above and are aware of the roles and responsibilities they each play to ensure that no one in our school community feels discriminated against, harassed or victimised. To ensure this, we will continue to follow a restorative practise ethos across school and ensure that the pathway laid out in our Behaviour and Relationships Policy is followed and reviewed. Data collected through the school's recording processes will be analysed to identify any concerns or trends.

Equality Objective 4:

To ensure all pupils have full opportunity to be fully involved in the provision available within school.

Why have we chosen this objective:

We are continually striving to improve the opportunities and provision available for children within the setting and as a significant number of our children are Ever 6 / FSM.

To achieve this objective we have to:

Constantly review our curriculum and extra-curricular offer to ensure that it meets need and includes as many children as possible; Ensure all children are offered the opportunity to undertake additional curriculum offers such as music tuition and residential learning opportunities as well as educational visits, visitors to school and PTFA arranged events. Should barriers exist, then through discussions with parents / carers we aim to overcome any a barrier that prevents a child's involvement in provision within school.

Equality Objective 5:

To ensure through the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary and possible.

Why have we chosen this objective:

We aim to ensure that any funding within school is used appropriately and effectively to support the learning and meet the needs of all learners through effectively planned support and interventions.

To achieve this objective we have to:

Clearly identify the needs of the school and the needs of learners within school; adequately deploy funding & staffing in order to ensure the needs of learners are met as effectively as possible and where additional needs are identified, that the individual learning plans for those pupils are met; ensure that all staff are fully trained to meet the needs are the learners and the curriculum in order to provide positive experiences for the learners in our care.