

EQUALITY OBJECTIVES

Introduction

Our Equality Objectives have been developed in line with the *Equality Act 2010* and Wellspring Academy Trust's Equality Statement, Policy and Objectives. These objectives are part of our commitment to promoting equality and providing an inclusive school.

2019/20Objectives

Objective	Reason	How	Who	When	Progress
Undertake an analysis of equal opportunities	To identify any potential inequality, demonstrating that the school is attempting to eliminate discrimination and advance equality	Reply to the Trust's Equal Opportunities Monitoring Form, identifying any areas of potential inequality and report to the Governing Body with the findings	CG to carry out over Spring 1 and feedback to Trust Spring 2	Spring term 1	Analysis reported to Governing Body and staff team re developments through CPD and Curriculum.
Promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity	To ensure that our school community understands that we live in a diverse country that recognises, celebrates and tolerates different views, faiths and cultures	Use Assembly times to reference spiritual, moral, social and cultural themes and provide time for pupils to reflect on these Resource the school with stories from other cultures and to ensure that childrens' home lives and familiar things are represented in school activities such as home corners and imaginative play	A Spivey and H Vinson to lead drive through assemblies linked to Curriculum Manager intent and outcome – WT/MW	Spring term 1	Monitor progressed through Curriculum QA – WT Feedback through termly Curriculum Managers report.

Objective	Reason	How	Who	When	Progress
		Develop a programme of visitors organised for assemblies to share different faiths and cultures			
Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children	Advance equality of opportunity between people who share protected characteristics and those who do not	<p>Modify provision in order to meet children's needs and interests</p> <p>Identify specific interventions for Literacy and Numeracy</p> <p>Improve parental engagement by coming into school and being part of the learning experience</p>	SW to drive acceleration of pupil progress in key vulnerable groups through QA and half termly pupil progress meetings.	Half termly Pupil progress meetings. Termly Curriculum Managers Meetings.	Measured in data capture half termly and SMT half termly feedback then to GB

Review date: Autumn 2020