

## **Equality and Diversity Objectives 2023-2024**

### **Rational:**

Simpson's Lane Primary Academy is committed to achieving a working and learning environment which provides equality of opportunity and freedom from unlawful discrimination. This ambition is firmly embedded within the Equality and Diversity Policy of Delta Academies Trust.

### **Our Commitment to Staff:**

It is our duty to ensure equality of opportunity between people from different groups and foster good relations between people from different groups. We are bound to ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and disciplinary are determined on the basis of capability, qualifications, experience, skills and productivity.

Under the Equality Act 2010, the categories of age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership and pregnancy and maternity are now known as 'protected characteristics'. It is unlawful to discriminate against any employee or student, directly or indirectly because of any of the 'protected characteristics'.

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of a protected characteristic.

### **Our commitment to Pupils:**

All pupils, regardless of any 'protected characteristics', will be equally and fairly monitored and supported to ensure that they make progress and fulfil their potential.

All pupils, regardless of any 'protected characteristics', will be equally valued and have equal and fair access to all of the opportunities that the academy has available.

All pupils, regardless of any 'protected characteristics', will have equal access to the curriculum, options, specialist support and independent advice to ensure that all decisions made about curriculum choices are in the best interest of every individual student.

**The protected characteristics referred to in the Equality and Diversity Objectives are:** Age Disability

Gender Reassignment

Marriage and Civil partnership

Pregnancy and maternity

Race

Religion or belief

Sex

Sexual Orientation

Through assemblies, SMSC, RE, and PSHE, all students will learn about and develop an understanding of different faiths from around the world.

Through assemblies, SMSC, RE, and PSHE, all students will learn about and develop an understanding of British Values and what it means to be citizen living in modern Britain.

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### **Delta Group Objectives**

- Attract a higher number of people from ethnic minority groups to our organisation.
- Increase the number of job applications from disabled groups to our organisation.
- Raise the number of male teaching appointments in Primary Academies.

**Compliance with public sector equality duty and The Equality Act May 2014****Simpsons Lane Equality Objectives** September 2021 to September 2025, updated annually.

First year review completed 20/9/22

Second year review completed 26/9/23

Third year review completed

Fourth year review completed

<b>Equality objective</b>	<b>Actions</b>	<b>Evidence of steps being taken and progress made towards meeting our equality objectives</b>
<p>Promote understanding and appreciation of different ethnic groups, cultures and an awareness and tolerance of different religious beliefs within our academy and community.</p>	<p>Staff meetings AAB meetings</p> <p>Assemblies –</p> <p>Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g., Diwali, Eid and Christmas</p> <p>Cultural Celebrations</p> <p>Policies</p> <p>Curriculum</p>	<p>Staff meeting minutes</p> <p>Policy compliance- see relevant policies including the academy Support Care and Guidance policy and Delta recruitment policy</p> <p>The Equality Plan and Equality and Diversity Policy are shared with all staff and AAB, so all staff are aware of objectives and requirements. Updates are provided to AAB so challenge can be provided by AAB. The plan and policy are on the Statutory Page of the website, so all stakeholders are aware of objectives and requirements.</p> <p>Cultural awareness is embedded in the curriculum – see topic books, photograph display, displays around school, assemblies, pupil voice</p>

Monitoring and promotion of the involvement of all groups of pupils in the full curricular and extra-curricular life of the academy, e.g. including leadership opportunities, especially for pupils with special educational needs and those in receipt of Free School Meals.

Musical instrument tuition for all pupils  
Forest school for all pupils  
Classroom kitchen for all pupils  
Inclusive after school clubs and residentials  
Free breakfast club offered to specific children with interventions offered as a part of this opportunity

Analysis of attendance at clubs – a spreadsheet of visits and visitors is analysed  
Every class had at least one educational visit across the year  
All clubs are free. They are well-attended by pupils of all ages and abilities. Clubs are provided for specific age groups so all can attend. A variety of clubs are on offer to appeal to all. We also conduct pupil voice. Clubs include: sporting activities, supporting learning, The Arts, Science and team building. Subsidies for visits are available for children in receipt of pupil premium funding. Residential visits are subsidised for vulnerable pupils on a need's basis. All pupils participate in all areas of the curriculum.

	Pupil voice Jigsaw PHSE	Parents have the right to withdraw their children from parts of SRE and school respects this decision. We are aware of any families who struggle financially and provide the appropriate support
Actively close gaps in attainment and achievement between pupils and groups of pupils; especially boys, pupils eligible for free school meals, pupils with special educational needs and disabilities.	SDI maths Interventions Monitoring QFT for inclusion Pupil voice Jigsaw PHSE	Monitoring (including data, work scrutiny, support for learning through the environment, lesson observations and learning walks) evidences good progress for all groups.  Pupil premium KS2 data 2022 – outperformed other pupils. Progress measures significantly above national average in 2022
Raise the engagement and attainment in writing for all groups, especially boys and SEN pupils.	Talk for Writing strategy introduced 2020	Writing scrutiny shows good progress for all pupil groups using inclusive teaching methods in the Talk for Writing approach.
Identify, respond and report racial, homophobic, sexist incidents.	CPOMS AAB minutes Jigsaw PHSE lessons	AAB are aware of the very few racist incidents as these are reported termly in the Heads' report. Any use of homophobic or derogatory language is reported too. When these incidents have occurred – parents of all involved have been informed and consequences put in place. There are clear procedures in place which all staff are aware of following any such incident – discuss with both parties, inform both parents, put consequence in place and record incident and actions. There are very few incidents of racist/gender-based inappropriate language being used in school. Any that do occur are addressed through the curriculum and through 1:1 support – evidenced on CPOMS and log.
To anticipate the needs of incoming pupils from a new group, such as traveller children in September 2022	Interventions have been put in place to help catch up on missed learning	