

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.

2023/2024 Objectives

	Objective	Reason	How	Who	When	Progress
1.	Identify any areas of potential inequality and report to the Governing Body with the finding.	To ensure the academy is compliant with the Equality Act 2010.	Any areas of potential inequality to be immediately reported to SLT for investigation. SLT to then report findings to the LGB.	All Staff	Ongoing	
2.	Continue to develop the PSHE curriculum and culture of the academy to focus more explicitly on raising awareness of protected characteristics.	Pupil voice has identified this as an area for development - specifically relating to the use of homophobic language at the academy and the wider community.	Continue to embed all 'pieces' of the Jigsaw curriculum. Addition of protected characteristics to be discussed frequently during whole school assembly (see SMSC overview)	PSHE Leads Teaching Staff	Ongoing	
3.	Develop the RE curriculum through theme days which incorporate visits and visitors from across the faiths.	The demographic of the academy is predominately white British therefore it is important that children and the community learn from other cultures and religions	Subject leads and EVP for T&L to work with external visitors to arrange theme days with an aim for one multi-cultural visit each academic year.	RE Lead EVP for T&L	By September 2024 and then each year thereafter	
4.	Extend opportunities within the community to develop awareness of protected characteristics and British Values.	Pupil and parent voice has identified this as an area for development.	PSAs to work with outside agencies and local faiths to invite them in for community events.	PSAs EVP for T&L	Ongoing	

5.	To ensure that all issues relating to inequality (specifically relating to derogatory language associated with protected characteristics) is logged and followed up on.	Pupil voice has identified that pupils do not always inform staff of incidents involving derogatory language related to protected characteristics.	Care Team Leader to closely monitor all reports of any issues relating to the Equality Act 2010. SLT to be informed of any derogatory actions or language used.	All Staff	Ongoing	
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