



E-ACT Nechells Academy Equality Objectives 2023 - 2026

As a public organisation, under The Equality Act 2010 we are required to;

- **Publish information to show compliance with the Equality Duty. This is via our Trust Equality Policy**
- **Publish Equality Objectives which are specific and measurable.**

and that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010**
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it

Our Equality Objectives are:

1. **Provide an environment that welcomes, protects, and respects diverse people.**
2. **Ensure that all students are given the opportunity to make a positive contribution to the life of the school.**
3. **Address cultural events through the curriculum to increase student awareness and understanding of issues in different communities.**
4. **Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.**



5. **Promotion of cultural understanding and awareness of different religious beliefs, ethnicities, gender, and disability related issues**
6. **To promote mental health awareness and develop appropriate interventions where necessary.**
7. **Continue to improve accessibility across the school site for pupils, staff, and visitors with disabilities**
8. **To continue to develop positive social behaviours that enable all to feel included and safe.**
9. **To continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.**
10. **To ensure all our stakeholders understand our inclusive ethos both for our local and wider community.**

E-ACT Nechells Academy is an inclusive school, where we focus on the well-being and progress of every child and where all members of our community are of equal worth. We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality, and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. **All learners are of equal value**
2. **We recognise and respect difference**
3. **We foster positive attitudes and relationships and a shared sense of cohesion and belonging**
4. **We observe good equalities practice in staff recruitment, retention, and development**
5. **We aim to reduce and remove inequalities and barriers that already exist**
6. **We have the highest expectations of all our children**

We ensure that our pupils are exposed to and taught about all protected characteristics through our curriculum. The objectives below are our priorities for the next 3 years.



Our Academy equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Objective	Rationale/Existing Data	Action/Intervention	Progress	Outcomes
To continue to close the gender attainment gap in English, Maths and Science at the end of Key Stage 2	Current Attainment Data	<ul style="list-style-type: none">• Termly data analysis used to identify gaps in attainment for both genders• Termly data used to inform future curricular planning• Monitoring reviews the provision and progress made by gender groups• Enrichment is well attended by all gender groups• Homework clubs, booster sessions and tutoring are utilised to address the gender attainment gap	Year 1: Year 2: Year 3:	



<p>To promote tolerance and mutual respect of protected characteristics (race, religion, gender and sexual orientation).</p>	<p>CCA Data Behaviour Data and Logs</p>	<ul style="list-style-type: none"> • Equality Act is embedded within school practice and police • Tolerance and Mutual Respect of Protected characteristics are promoted through local and national initiatives; for example, Black History Month, Asian Heritage Month, Religious festivals, International Women's Day and Pride • Community members who identify as a protected characteristic are made to feel welcome within our local community; as a result, prejudice and discrimination is rare 	<p>Year 1:</p> <p>Year 2:</p> <p>Year 3:</p>	
<p>To endeavour to ensure diversity in the staff team</p>	<p>Staff Equality/ Diversity Monitoring</p>	<ul style="list-style-type: none"> • Diversity is a main feature of our recruitment and retention practice • Pupils' and the wider community can identify staff role models based on our diverse backgrounds • Projects which support diversity in schools are undertaken and more staff from diverse backgrounds are applying for staff vacancies 	<p>Year 1:</p> <p>Year 2:</p> <p>Year 3:</p>	

<p>To decolonise and diversify aspects of the curriculum and increase the promotion of BAME history and culture</p>	<p>Curriculum Overviews</p>	<ul style="list-style-type: none"> • Staff CPD enables all staff to reflect on the provision and curriculum delivery of aspects relating to colonisation • Review of the schools' curriculum is undertaken to decolonise aspects of the curriculum • Review of the schools' curriculum is undertaken to increase the promotion of BAME history and culture • Opportunities are sought to work with other stakeholders and projects to enhance the coverage of BAME history and culture • Enrichment reflects opportunities for pupils to learn about BAME history and heritage 	<p>Year 1:</p> <p>Year 2:</p> <p>Year 3:</p>	
<p>To embed rights respecting attitudes and language in order to create advocates for social justice, fairness and equality for all</p>	<p>CCA Data Behaviour Data and Logs</p>	<ul style="list-style-type: none"> • Progress made towards achieving the criteria for the Silver and Gold Rights Respecting School Award • Pupils' are able to recall the UNICEF rights of the child and can demonstrate how they reflect these values within their life • Issues of social justice and fairness are delivered within school assemblies and reflections • Incidents of inequality are 	<p>Year 1:</p> <p>Year 2:</p> <p>Year 3:</p>	



		<p>addressed by all staff. Intervention is used effectively to address intolerance and ignorance.</p> <ul style="list-style-type: none">• Parents/carers have a better understanding of the UNICEF rights of a child		
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