

## Blakesley CE Primary Equality Objectives

**Objective 1:** Embed a culture of understanding and tolerance of other races, religions and beliefs.

**Objective 2:** Have in place a reasonable adjustment agreement for all stakeholders with disabilities, to meet their needs better and ensure that any disadvantages they experience are addressed.

**Objective 3:** The academy is developing a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions in planning additional educational experiences (school trips, clubs, visitors, off site events)

### Objective 1:

#### Why have we chosen this objective:

Our community is predominantly from one ethnic and religious group (White British, Christian or no faith). Children rarely experience living alongside people of different races or religious beliefs. To ensure that they are prepared for life in modern Britain, their understanding and tolerance of the diversity within British culture must be enhanced at all opportunities (planned and incidental).

#### To achieve this we plan to:

To achieve this objective, we plan to:

- Deliver effective RE programmes;
- Visit the places of worship of different religions;
- Invite speakers to support understanding through lesson presentation and collective worship;
- Challenge stereotypes through curriculum provision, including inviting speakers to foster engagement between protected groups.

#### Progress we are making towards achieving this objective:

- Understanding Christianity Scheme is in place
- Various places of worship have been attended
- Speakers from various religions e.g. Hindu have made presentations within school
- Safeguarding training with all staff e.g. to challenge stereotyping and to be addressed with pupils via curriculum delivery/RHSE/PHSE units

## Objective 2:

### Why have we chosen this objective:

We have recently identified barriers to school engagement for (specifically) children and pupils. This has highlighted our need to evaluate and address the need to identify and make reasonable adjustments to facilitate full engagement by all stakeholders.

### To achieve this we plan to:

To achieve this objective we plan to:

- Gain parental feedback on barriers to engagement via a parent survey;
- Identify barriers to engagement for different stakeholders through discussion with staff and pupils;
- Develop an action plan and a stakeholder agreement based on the evidence collected;

### Progress we are making towards achieving this objective:

- Targeted families are invited to attend regular meetings to discuss provision, needs and to find ways to make improvements.
- Opportunities and ways to overcome barriers are discussed with staff and pupils eg Pupil progress meetings/ Individual meetings with SENCo and families

## Objective 3:

### Why have we chosen this objective:

Why we have chosen this objective to ensure a targeted focus on diversifying the educational experience of our community. Staff will prioritise the consideration of diversity and inclusion to align with our curriculum intent statement and the vision and values of the school and the Academy Trust.

### To achieve this we plan to:

To achieve this objective we plan to:

- Development of the equality impact assessment tool for school for off-site visits;
- Monitor the use of the assessment tool alongside the standard risk assessments;
- Evaluate and reflect upon pupil and staff experience in terms of educational impact as well as intended diversity outcomes.

**Progress we are making towards achieving this objective:**

- EVC attended training.
- Trips that promote diversity/inclusion are discussed in detail with staff each term.
- Suitability always checked out before arrangements finalised.

**Reviewed: January 2024**