

Askern Moss Road Infant Academy



EQUALITY OBJECTIVES 2022-2025

<p>Overall Target To actively encourage positive attitudes towards those with protected characteristics (age, disability, gender or gender identity, marital or civil partnership status, pregnancy & maternity, race- colour, ethnicity- or national origin, religion & belief, sex or sexuality) and to meet their needs. We promote a culture of inclusion and diversity in which all members of the academy community feel proud of their identity and are able to participate fully in academy life.</p> <p>Intended Impact Askern Moss Road Infant Academy is fully inclusive and there is equality of opportunity for all.</p>		
Action	Success Criteria	Impact
To increase pupil, staff and governors awareness of legal duties around equality and what this looks like within the work context.	For all stakeholders to understand what is meant by a protected characteristics and can name the protected characteristics within the Equality Act 2010. Assemblies to make explicit the equalities act when discussing diversity, Staff inset on diversity and to discuss the legal framework. The equality objectives are reviewed in the termly HT's report to the governors.	All stakeholders are aware of our Equality objectives and their importance.
To ensure changes to the use of support staff are well considered and managed to ensure good outcomes for children with SEND or vulnerable to under achievement.	For all pupils to be appropriately challenged and engaged through well-planned and managed classroom support. All groups of children will have made adequate progress (as defined by SEND code of practice) in all subjects, and to have reached good attainment in reading, writing and maths.	Staff to be aware of children vulnerable to under achievement and to reflect this in their planning of TA support, adapting this to the needs of their class through reflective planning.
To continue to actively promote positive attitudes towards others and awareness of equality and diversity.	As part of the academy's ASPIRE and academic curriculum there are planned opportunities to: Enrich multi-cultural and multi-faith education. Promote British Values, with pupils' understanding building over time Explore and understand issues of identity and equality.	Children treat others with dignity and respect and understand the effects of discrimination at an age-appropriate level. Pupils challenge prejudice and stereotyping.
Ensuring that all pupils and staff are encouraged and able to achieve their full potential.	Reading, writing and maths attainment to be at least in line with national. The combined RWM figure is targeted to be 66% in 2023.	All pupils' needs are being met and all children reaching their full potential and making accelerated progress from their starting points.
To improve the attendance of all pupils and to track the attendance of specific groups, through implementation of the	The school's overall attendance figure for 2022-2023 is to be above that of 2021-2022 (88.46%).	Families understand the importance of regular school attendance and work closely with the school to ensure that the children attend school as regularly as possible.

Trust's revised Attendance Strategy.	The attendance rates of all pupils will improve year-on-year to meet a 96% target by the end of the 2024/2025 academic year	
Ensuring that every pupil is encouraged to develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an independent world.	Content of what is to be taught in our PSHE lessons (Jigsaw PSHE scheme) is reviewed to ensure compliance with the Equality Act 2010, particularly regarding Relationships Education.	The school's PSHE policy is consistent with our Equality Policy.