



R A Butler Academy

Equality Information and Objectives for 2020 - 2023

The Equality Act 2010 requires schools to publish specific and measurable equality objectives designed to protect discrimination against groups on the following basis – age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Our equality objectives are based on our analysis of data and other evidence. 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.

Diversity encompasses difference and at R A Butler Academy we value diversity. Differences are unique and specific to each individual, such as their age, gender, ethnicity, race, appearance, experiences, religion, beliefs, sexual orientation, accent, personality, background, place of birth etc.

We acknowledge within R A Butler that everyone has a right to be treated fairly, feel safe and secure, and with the knowledge that any allegations of discrimination, harassment and victimisation will be taken seriously, and will be effectively dealt with using our systems and processes of investigating, logging, reporting and monitoring. This is our legal duty.

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| Equality Objective 1 |
| Outcomes for disadvantaged pupils are in line with or better than their peers |
| Specific Actions |
| 1. All staff to set targets each term for specific children. |

2. These children to have access to Learning Mentor and School Counsellor
3. Access to a Senior leader who is their Pupil Premium Champion

Success Outcome

- Progress made will be assessed during termly pupil progress meetings.
- Measured against non-disadvantaged children

Equality Objective 2

To plan with positive imagery and raising awareness of diversity in mind

Specific Actions

1. Check curriculum planning and associated books are not providing barriers/creating issues for children who belong to protected groups
2. General audit of topic books in school by History and Geography leads
3. Staff awareness raised for when ordering new resources
4. To audit planning
5. When revising school promotion material, ensure it contains the diverse representation of our school community

Success Outcome

- There will be a wider range of resources available
- Planning will show diversity and positive imagery
- School promotion material is representation of our community

Equality Objective 3

All pupils continue to have equal access to learning including access to technology

Specific Actions

1. All staff will be aware of potential barriers to learning
2. Deputy Head for Inclusion to obtain resources and advice from external agencies when necessary

Success Outcome

- Potential barriers to learning identified and removed
- Lessons are stimulating and engaging
- Different learning styles planned and catered for
- All children make good rates of progress

Equality Objective 4

To continue to review and improve provision for pupils arriving from non-English speaking countries

Specific Actions

1. Review Racing to English programme and effectiveness
2. Audit current provision
3. Evaluate on-entry assessment pack
4. Produce booklet for teachers on strategies for support

Success Outcome

- Survey new families before and after work to see improvements

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| Equality Objective 5 |
| To develop staff and pupil's awareness of trans-gender issues in school |
| Specific Actions: |
| <ol style="list-style-type: none"> 1. Revise whole staff training in school around awareness of trans-gender issues 2. Awareness raising assemblies for children in KS2 3. To ensure PSHE lessons raise awareness |
| Success Outcome |
| - Survey results improved through year |