



R A Butler Academy

# Equality Information and Objectives for 2023 - 2026

The Equality Act 2010 requires schools to publish specific and measurable equality objectives designed to prevent 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.

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

<ol style="list-style-type: none"> <li>2. These children to have access to Learning Mentor and School Counsellor</li> <li>3. Access to a Senior leader who is their Pupil Premium Champion</li> <li>4. See also the Pupil Premium Plan</li> </ol>
<b>Success Outcome</b>
<ul style="list-style-type: none"> <li>- Progress made will be assessed during termly pupil progress meetings.</li> <li>- Measured against non-disadvantaged children</li> </ul>
Impact measure June 2024

<b>Equality Objective 2</b>
To enrich the curriculum with planned opportunities to celebrate diversity
<b>Specific Actions</b>
<ol style="list-style-type: none"> <li>1. REACH group action planning involving parents and families from minority groups to support curriculum development</li> <li>2. REACH questionnaire sent out to seek support</li> <li>3. Seeking enrichment opportunities within science week, arts week, assemblies etc to promote diversity and reflect our school community</li> <li>4. Decolonising the history curriculum project with SAT DSI</li> <li>5. Any new material purchased through a diversity lens</li> </ol>
<b>Success Outcome</b>
<ul style="list-style-type: none"> <li>- There will be a wider range of resources available</li> <li>- Planning will show diversity and positive imagery</li> <li>- School promotion material is representation of our community</li> </ul>
Impact measure June 2024

<b>Equality Objective 3</b>
All pupils continue to have equal access to learning including access to technology
<b>Specific Actions</b>
<ol style="list-style-type: none"> <li>1. All staff will be aware of potential barriers to learning</li> <li>2. Deputy Head for Inclusion to obtain resources and advice from external agencies when necessary</li> </ol>
<b>Success Outcome</b>
<ul style="list-style-type: none"> <li>- Potential barriers to learning identified and removed</li> <li>- Lessons are stimulating and engaging</li> <li>- Different learning styles planned and catered for</li> <li>- All children make good rates of progress</li> </ul>
Impact measure June 2024

<b>Equality Objective 4</b>
To continue to review and improve provision for pupils arriving from non-English speaking countries
<b>Specific Actions</b>
<ol style="list-style-type: none"> <li>1. Review Racing to English programme and effectiveness</li> </ol>

<ol style="list-style-type: none"> <li>2. Highlight the importance of this through an SLT member taking responsibility for EAL provision</li> <li>3. EAL training CPD for 2 senior staff then cascade to rest of staff</li> <li>4. Phonics and maths assessments to be completed ASAP and appropriate after entry and provision put in place to support</li> </ol>
<b>Success Outcome</b>
- Survey new families before and after work to see improvements
Impact measure June 2024

<b>Equality Objective 5</b>
To further develop the shared school culture which reflects 'individual liberty' where staff and pupils are encouraged to be their true authentic selves
<b>Specific Actions:</b>
<ol style="list-style-type: none"> <li>1. Rights Respecting Assemblies to continue weekly</li> <li>2. Focus on British Values and individual liberty in assemblies</li> <li>3. Review PSHE curriculum to ensure this is reflected</li> <li>4. Pupil led 'This is Me' club established</li> <li>5. Continual CPD for staff (Under TPP lens) to support this process</li> </ol>
<b>Success Outcome</b>
- Whole school council annual surveys
Impact measure June 2024