

Castle Manor Academy



EQUALITY OBJECTIVES CASTLE MANOR ACADEMY 2018-2021



We work hard



We are kind



We are PROUD

Date Approved	September 2018
Signed	(Chair of Local Governing Body)
Name	 Justine Dawkins
Minuted	September 2018
Date of Next Review	September 2021

Equality Objectives Castle Manor Academy 2018-2021

The Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

We are committed to the promotion of community cohesion in our school and community, implementing all necessary actions in relation to protected characteristics.

We assess and analyse our school practices and implement all necessary resulting actions to ensure pupils and staff are not discriminated against because of their:

- Sex
- Race
- Disability
- Religion/belief
- Sexual orientation
- Gender re-assignment
- Pregnancy or maternity

These 'Protected characteristics' have been set out in law in the Equality Act 2010.

We are committed to eliminating practices, which could result in unfair or less favourable treatment for persons with a protected characteristic.

Our equality objectives 2018-2021 have been identified by looking at data available to the school relevant to current issues in the school community.

Equality objective	Why has this been chosen?	How this will be achieved?
Increase the attendance of FSM students	Attendance of FSM students is too low, and therefore impacting on progress and life chances	Target 96% and 11% Persistent absence across all students. Support provided and intervention by tutors, heads of year, attendance team. Use of EWO service.
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	There is still much work to be done to reduce in school variation, and gaps are evidence in attainment and progress data.	Use of learning mentors, raising attainment leaders, intervention that is bespoke to individuals, continued curriculum review, engagement with parents, provision of resources where required, high quality teaching.
TO ensure that the school values We work hard, We are kind We are PROUD are embedded across the school.	We believe that embedding these values as the core of our beliefs and the way we communicate with each other to make amendments and adjustments to the way we treat each other will improve the already very positive culture of the school and ensure care, compassion and harmony and equality for students and staff.	Pixl Them and Us programme, policies, 'The Castle Manor Way', Assemblies Work through tutors, teachers and support staff Work through the HR hub.

Monitoring and reporting

The Academy will report on implementation as part of its review of the annual improvement plan. The objectives chosen are intended to last for 3 years. However, the methods of achieving the objectives will be refined each year and the outcomes reported

to the governing body as part of the development plan process. These are also available to any interested party.

Methods for assessing the impact of policies and practices on equality

The academy has a wide range of different self-evaluation and feedback processes which it uses in order to scrutinise provision, as well as inform itself of any issues or concerns. This regular assessment of provision forms part of the school methods of assessing the impact of its policies and procedures.