

## Netherwood Academy: Equality Objectives 2019/2020

<p><b>Overall Target</b> To actively encourage positive attitudes towards those with protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy &amp; maternity, race, religion &amp; belief, sex, sexual orientation) and to meet their needs.</p> <p><b>Intended Impact</b> Netherwood Academy is fully inclusive and there is equality of opportunity for all.</p>		
Action	Success Criteria	Impact
To continue to actively promote positive attitudes towards others and awareness of equality and diversity	<ul style="list-style-type: none"> <li>● Opportunities are embraced to enrich multi-cultural and multi-faith education</li> <li>● British Values are promoted</li> <li>● Issues of identity, equality, racism, rights and responsibilities are explored with the children</li> </ul>	Children treat others with dignity and respect and understand the effects of discrimination.
To continue to ensure equality of access for pupils, parents and visitors.	<ul style="list-style-type: none"> <li>● All stakeholders have access to the school site (reasonable adjustments are made where necessary)</li> <li>● School documentation is produced in an accessible format (where needed)</li> </ul>	Netherwood Academy is accessible to all
To promote positive attitudes towards diverse families and home situations.	<ul style="list-style-type: none"> <li>● Staff include diversity / prejudice awareness in teaching</li> </ul>	Children understand and value the diversity that surrounds them and challenge prejudice and stereotyping
To continue to make all enrichment activities accessible (eg extracurricular activities and sporting events).	<ul style="list-style-type: none"> <li>● All pupils participate in all activities across the curriculum (reasonable adjustments are made where necessary)</li> <li>● Disabled pupils are offered the opportunity to represent the school</li> <li>● Disabled pupils attend visits and residential</li> </ul>	All pupils' needs are met and all take as full a part as possible in the activities of the Academy.
To continue to work well in partnership with all parents	<ul style="list-style-type: none"> <li>● Positive relationships exist with all parents ( including those with protected characteristics, single parents, vulnerable families, working parents and parents who are reluctant to engage)</li> <li>● Parent feedback is sought, considered and acted upon as appropriate (eg meetings, surveys)</li> </ul>	All parents feel supported and included in the life of the school and their children's learning.

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To review sex & relationship teaching in light of the Equality Act	<ul style="list-style-type: none"><li>• Content of what is to be taught in SRE lessons is reviewed to ensure compliance with the Equality Act 2010</li></ul>	The school approach to the teaching of SRE is consistent with our Equality Policy.
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