Netherwood Academy: Equality Objectives 2020/2024

Overall Target

To actively encourage positive attitudes towards those with protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion & belief, sex, sexual orientation) and to meet their needs.

Intended Impact

Netherwood Academy is fully inclusive and there is equality of opportunity for all.

Action	Success Criteria	Impact
To continue to actively promote positive attitudes towards others and awareness of equality and diversity	● Opportunities are embraced to enrich multi-cultural and multi-faith education ● British Values are promoted ● Issues of identity, equality, racism, rights and responsibilities are explored with the children	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.	● All stakeholders have access to the school site (reasonable adjustments are made where necessary) ●School documentation is produced in an accessible format (where needed)	Netherwood Academy is accessible to all
To promote positive attitudes towards diverse families and home situations.	●Staff include diversity / prejudice awareness in teaching	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).	● All pupils participate in all activities across the curriculum (reasonable adjustments are made where necessary) ● Disabled pupils are offered the opportunity to represent the school ●Disabled pupils attend visits and residential	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	● Positive relationships exist with all parents (including those with protected characteristics, single parents, vulnerable families, working parents and parents who are reluctant to engage) ● Parent feedback is sought, considered and acted upon as appropriate (eg meetings, surveys)	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	● Content of what is to be taught in SRE lessons is reviewed to ensure compliance with the Equality Act 2010	The school approach to the teaching of SRE is consistent with our Equality Policy.