



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	Through assemblies and the curriculum (including PHSE / Relationships Education), opportunities are embraced to enrich a multi-cultural and multi-faith education. British Values are promoted. Issues of identity, equality, racism, rights and responsibilities are explored with the children. Training of staff to support and promoted equality and diversity	Children treat others with dignity and respect and understand the effects of discrimination. Review Oct 21: Roll out of Relationships education has supported equalities. Educare e-training on Equality and Diversity promoted and accessible to staff.
To continue to ensure equality of access for pupils, parents and visitors.	All stakeholders have access to the school site with reasonable adjustments made as necessary). School documentation is produced in an accessible format (where needed)	Netherwood Academy is accessible to all Review Oct 21: Access Plan updated and reflects access to information. During lockdowns, access to IT/information promoted through provision of equipment (as part of drive to improve access to remote learning)

To promote positive attitudes towards diverse families and home situations.	Through assemblies and the curriculum (including PHSE / Relationships Education) , opportunities are embraced to promote equality and diversity. Training of staff to support and promoted equality and diversity	Children understand and value the diversity that surrounds them and challenge prejudice and stereotyping Review Oct 21: Roll out of Relationships education has supported equalities. Educare e-training on Equality and Diversity promoted and accessible to staff.
To continue to make all enrichment activities accessible (eg. extra-curricular activities and sporting events).	All pupils are encouraged and supported to participate in activities across the curriculum (reasonable adjustments are made where necessary). Pupils with SEND are offered the opportunity to represent the school and attend educational visits and experiences.	All pupils' needs are met and supported to enable them to access the full ambitious curriculum wherever possible. Review Oct 21: Access Plan updated and reflects access to curriculum. During lockdowns, access to IT/information promoted through provision of equipment (as part of drive to improve access to remote learning). Where needed, support from external specialists is sought to support accessibility.
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. Review Oct 21: Parents/carers are invited to contribute to reviews for pupils with SEND. Where Covid-restrictions allow, parent/carers are invited to meet with relevant teachers at Open/Parent evenings.
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. Review Oct 21: Statutory delivery from Sept 21