

# Waverley Academy Equality Objectives

Date: March 2022 Review: March 2026



**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.

**Overall Intended Impact:** Waverley Academy is fully inclusive and there is equality of opportunity for all.

Objective	Actions	Impact
Ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity, and reflect the diversity of the local area and of the UK, in terms of race, gender and disability, sexual orientation and religion	<ul style="list-style-type: none"> <li>• Consider opportunities to promote diversity through all aspects of the curriculum.</li> <li>• Ensure that all children are accessing the curriculum through high expectations and quality first teaching.</li> <li>• British Values are promoted through all aspects of the school's work.</li> <li>• Promote engagement of visiting speakers to school, and visits out of school, to broaden children's perceptions of equality and diversity.</li> <li>• Ensure the school calendar and displays reflects opportunities to reflect and remember the importance of diversity.</li> <li>• Utilise assembly opportunities to promote equality and diversity and to tackle issues of discrimination or oppression for any protected groups.</li> <li>• Respond to world news/current affairs issues (related to any individuals/protected characteristics) through assemblies or PSHE sessions.</li> <li>• Continue to promote the school's position regarding equality through communication channels with parents/carers so that there is a shared appreciation of diversity and British Values.</li> </ul>	Children treat others with dignity and respect and understand the effects of discrimination.
To continue to promote equality of opportunity in enrichment activities.	<ul style="list-style-type: none"> <li>• Regularly monitor the uptake of activities.</li> <li>• Ensure that there is a range of activities to meet the needs of our community.</li> <li>• Identify and target groups with protected characteristics to ensure they have equal access and increase their engagement.</li> </ul>	All pupils' needs are met and all take as full a part as possible in the activities of the school.
To monitor assessment and other data to ensure that children are not being	<ul style="list-style-type: none"> <li>• Identify and address barriers to learning to ensure more rapid progress for all groups of children.</li> </ul>	All children make at least expected progress.

<p>disadvantaged by belonging to a protected group.</p>	<ul style="list-style-type: none"> <li>• Monitor the PP spend to support the progress of pupils in receipt of PP.</li> <li>• Monitor the progress of all groups of children during Pupil Progress meetings and action intervention and strategies to support.</li> <li>• To embed changes to the SEND provision to ensure that all SEND pupils make at least expected progress.</li> <li>• Evaluate and provide effective CPD to ensure quality first teaching across the academy.</li> <li>• Where appropriate, work with outside agencies to achieve the best progress for our children.</li> <li>• Ensure regular analysis of any negative behaviour incidents to identify any patterns related to protected characteristics, and ensure any necessary action is taken to mitigate this, acting on any trends or patterns in the data that require additional support for children.</li> </ul>	<p>Attainment at key assessment points shows all groups of children achieve in-line, or closer to the national average.</p>
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