



E-ACT Braintcroft Academy Equality Objectives 2023 - 2026

As a public organisation, under The Equality Act 2010 we are required to;

- **Publish information to show compliance with the Equality Duty. This is via our Trust Equality Policy**
- **Publish Equality Objectives which are specific and measurable.**

and that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010**
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it

Our Equality Objectives are:

1. **Provide an environment that welcomes, protects, and respects diverse people.**
2. **Ensure that all students are given the opportunity to make a positive contribution to the life of the school.**
3. **Address cultural events through the curriculum to increase student awareness and understanding of issues in different communities.**
4. **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.**



5. **Promotion of cultural understanding and awareness of different religious beliefs, ethnicities, gender, and disability related issues**
6. **To promote mental health awareness and develop appropriate interventions where necessary.**
7. **Continue to improve accessibility across the school site for pupils, staff, and visitors with disabilities**
8. **To continue to develop positive social behaviours that enable all to feel included and safe.**
9. **To continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.**
10. **To ensure all our stakeholders understand our inclusive ethos both for our local and wider community.**

E-ACT Braintcroft Academy is an inclusive school, where we focus on the well-being and progress of every child and where all members of our community are of equal worth. We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality, and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. **All learners are of equal value**
2. **We recognise and respect difference**
3. **We foster positive attitudes and relationships and a shared sense of cohesion and belonging**
4. **We observe good equalities practice in staff recruitment, retention, and development**
5. **We aim to reduce and remove inequalities and barriers that already exist**
6. **We have the highest expectations of all our children**

We ensure that our pupils are exposed to and taught about all protected characteristics through our curriculum. The objectives below are our priorities for the next 3 years.



Our Academy equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Objective	Rationale/Existing Data	Action/Intervention	Progress	Outcomes
<p>To ensure that the Academy building/ environment is accessible to all.</p>	<ul style="list-style-type: none"> • Accessibility is a fundamental principle of inclusion and diversity. • Inaccessible environments can create barriers for individuals with disabilities, limiting their opportunities and participation. • Legal requirements and regulations may necessitate accessibility compliance. 	<p>Conduct an Accessibility Assessment:</p> <ul style="list-style-type: none"> • Hire a professional accessibility consultant to assess the Academy building and grounds for compliance with accessibility standards and regulations. • Identify existing barriers and areas that need improvement. <p>Develop an Accessibility Improvement Plan:</p> <ul style="list-style-type: none"> • Collaborate with the accessibility consultant to create a comprehensive plan that addresses identified issues. • Prioritise improvements based on urgency and impact on the community. <p>Renovations and Modifications:</p>	<ul style="list-style-type: none"> • Track the progress of accessibility improvements and compliance with the plan. • Maintain records of the steps taken to enhance accessibility. • Regularly report updates to relevant stakeholders and the Academy community. 	<ul style="list-style-type: none"> • Increased accessibility for all individuals, including those with disabilities. • Greater participation and inclusion of individuals with diverse needs. • Compliance with legal requirements and regulations. • A more welcoming and inclusive environment that aligns with the Academy's values and mission.



		<ul style="list-style-type: none">• Implement the proposed changes, which may include installing ramps, widening doorways, improving signage, and ensuring accessible restroom facilities.• Ensure all construction work complies with relevant accessibility standards. <p>Training and Awareness:</p> <ul style="list-style-type: none">• Provide training and awareness programs for staff, students, and visitors to promote understanding and respect for accessibility needs.• Encourage proactive reporting of any new accessibility issues. <p>Continuous Monitoring:</p> <ul style="list-style-type: none">• Establish a system for ongoing monitoring and assessment of accessibility features.• Regularly review and update the Accessibility Improvement Plan as needed.		
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<p>To ensure that all pupils (with disadvantaged pupils being a focus) can fully access the curriculum, including our extra-curricular provision.</p>	<ul style="list-style-type: none"> • Equal access to education and extra-curricular activities is essential for fostering academic and personal growth. • Disadvantaged pupils may face additional barriers to accessing the curriculum and extra-curricular opportunities. • Addressing these disparities can lead to improved educational outcomes and overall student well-being. 	<p>Identify Disadvantaged Pupils:</p> <ul style="list-style-type: none"> • Collect and analyse data to identify disadvantaged pupils within the school community. • This may include those eligible for free school meals, in foster care, or facing other socio-economic challenges. <p>Tailored Support Plans:</p> <ul style="list-style-type: none"> • Develop individualized support plans for disadvantaged pupils to address their specific needs and barriers to access. • Collaborate with teachers, counsellors, and parents to ensure the plans are comprehensive and effective. <p>Curriculum Adaptations:</p> <ul style="list-style-type: none"> • Review the curriculum to identify potential barriers and make necessary adaptations. • Offer differentiated instruction, additional support, or resources as needed to ensure equitable learning 	<ul style="list-style-type: none"> • Continuously monitor the implementation of support plans and the accessibility of the curriculum and extra-curricular activities. • Document the impact of interventions and track improvements in the educational experience of disadvantaged pupils. 	<ul style="list-style-type: none"> • improved access to the curriculum and extra-curricular opportunities for all pupils, particularly disadvantaged pupils. • Enhanced educational outcomes, well-being, and engagement of disadvantaged pupils. • A more equitable and inclusive school environment that fosters a sense of belonging for every student. • Alignment with the school's commitment to diversity and inclusion, ensuring that every pupil has the opportunity to reach their full potential.
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		<p>opportunities for all pupils.</p> <p>Extra-Curricular Inclusivity:</p> <ul style="list-style-type: none"> • Review and assess the accessibility of extra-curricular activities. • Provide a range of inclusive activities that cater to a variety of interests and abilities. • Ensure that disadvantaged pupils have access to these opportunities and support if required. <p>Teacher Training:</p> <ul style="list-style-type: none"> • Offer professional development to teachers on inclusive teaching practices and strategies to support disadvantaged pupils. • Encourage educators to create a welcoming and supportive classroom environment. <p>Monitoring and Evaluation:</p> <ul style="list-style-type: none"> • Regularly assess the progress and impact of support plans and curriculum adaptations. • Collect feedback from pupils, parents, and 		
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		teachers to refine and improve the strategies.		
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<p>To improve attendance for SEN (Special Educational Needs) pupils across the Academy, to be broadly in line with National Average.</p>	<ul style="list-style-type: none"> Regular attendance is crucial for academic progress and social development. SEN pupils may face unique challenges that affect their attendance. National averages provide a benchmark for attendance improvement. 	<p>Data Analysis and Identification:</p> <ul style="list-style-type: none"> Analyse attendance records to identify specific challenges faced by SEN pupils. Recognise individual needs and circumstances that contribute to absenteeism. <p>Personalised Support Plans:</p> <ul style="list-style-type: none"> Develop personalised attendance support plans for each SEN pupil. 	<ul style="list-style-type: none"> Regularly review attendance data and the effectiveness of support plans. Collect feedback from pupils, parents, and staff to adapt strategies as required. 	<p>Outcomes:</p> <ul style="list-style-type: none"> Improved attendance for SEN pupils, bringing it in line with the national average. Enhanced educational and social opportunities for SEN pupils. A more inclusive and supportive environment for all students, promoting equal access to education.
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		<ul style="list-style-type: none">• Involve parents, teachers, and specialists to create tailored interventions. <p>Accessible Learning:</p> <ul style="list-style-type: none">• Ensure that the curriculum is adapted to meet the needs of SEN pupils.• Provide additional support, resources, or assistive technology, as necessary. <p>Support Services:</p> <ul style="list-style-type: none">• Collaborate with external support services to offer counselling and other resources to address underlying issues affecting attendance. <p>Monitoring and Review:</p> <ul style="list-style-type: none">• Continuously monitor the attendance of SEN pupils and evaluate the effectiveness of support plans.• Adjust interventions as needed to maintain progress.		
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<p>Develop/promote understanding of tolerance and respect for others through the promotion of British values.</p>	<ul style="list-style-type: none"> • Fostering tolerance and respect is essential for a harmonious and inclusive school community. • Promoting British values can help instil important principles like democracy, rule of law, individual liberty, and mutual respect. • Enhancing these values can contribute to social cohesion and student well-being. 	<p>Curriculum Integration:</p> <ul style="list-style-type: none"> • Integrate lessons and activities that promote tolerance, respect, and British values into the curriculum. • Ensure that these topics are taught at age-appropriate levels. <p>Student Engagement:</p> <ul style="list-style-type: none"> • Encourage student involvement in discussions, projects, and initiatives that emphasise these values. • Create platforms for student voices to be heard and ideas to be shared. <p>Staff Training:</p> <ul style="list-style-type: none"> • Provide professional development for staff on teaching methods and approaches to promote tolerance and respect. • Foster a school culture that exemplifies these values. <p>Community Engagement:</p> <ul style="list-style-type: none"> • Involve parents and the local community in events and discussions related to these values. 	<ul style="list-style-type: none"> • Regularly assess the integration of values in the curriculum and the school's overall culture. • Collect feedback from students, staff, and parents to refine approaches. 	<ul style="list-style-type: none"> • A school community that values and practices tolerance, respect, and British values. • Improved social cohesion, understanding, and student well-being. • A positive contribution to the wider community by instilling these values in students.
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		<ul style="list-style-type: none"> • Seek community partnerships to support the promotion of these values. <p>Evaluation:</p> <ul style="list-style-type: none"> • Assess the impact of these efforts through surveys, student feedback, and observation. • Continuously adapt and refine strategies to enhance the 		
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<p>To develop stronger links with the Muslim community, to increase parental engagement.</p>	<ul style="list-style-type: none"> • Building strong links with the Muslim community can lead to enhanced support and involvement in the educational journey of students. • Parental engagement is crucial for students' academic success and overall well-being. • Recognising and respecting the cultural and religious 	<ul style="list-style-type: none"> • Needs Assessment: • Conduct a thorough needs assessment to understand the specific cultural and educational needs of the Muslim community. • Identify any barriers or challenges that may hinder parental engagement. • Culturally Sensitive Outreach: • Establish culturally sensitive communication 	<ul style="list-style-type: none"> • Regularly monitor and assess parental engagement within the Muslim community. • Gather feedback from Muslim parents, teachers, and community leaders to refine and improve the strategies. 	<ul style="list-style-type: none"> • Increased parental engagement within the Muslim community. • Improved academic performance, well-being, and opportunities for students from Muslim backgrounds. • A more inclusive, respectful, and culturally sensitive school environment that values the
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	<p>values of the Muslim community is essential for effective engagement.</p>	<p>channels, ensuring that messages and information are respectful of Islamic values.</p> <ul style="list-style-type: none">• Use multiple communication methods, including in-person meetings, newsletters, and digital platforms.• Inclusive Events and Workshops:• Organize events, workshops, and educational sessions that reflect the needs and interests of the Muslim community.• Cover topics such as academic support, cultural awareness, and religious holidays.• Parental Involvement:• Encourage and facilitate parental involvement in school activities, volunteer opportunities, and decision-making processes.• Create a welcoming and inclusive environment that values the		<p>contributions of Muslim parents.</p>
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		<p>contributions of Muslim parents.</p> <ul style="list-style-type: none">• Collaboration with Community Leaders:• Establish partnerships with local Muslim community leaders and organizations to foster trust and cooperation.• Seek their guidance and support in strengthening the ties with Muslim families.		
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