



# Belleville Wix Academy

## Equality Objectives 2021- 2025

<b>Date of Policy</b>	<b>Autumn 2021</b>
<b>Review date</b>	<b>Autumn 2025</b> This document can be reviewed earlier if necessary.
<b>Signed by Chairs of LGB</b>	
<b>Signed by Headteacher</b>	

At BWA we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background.

We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by groups and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will address discrimination through positive promotion of equality, challenging bullying as well as stereotypes and creating an environment which champions respect for all.

At BWA, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit our school.

<p><b><u>Objective 1</u></b></p> <p><b>Ensure the curriculum taught represents our diverse community.</b></p>	
<p><b>Why we have chosen this objective:</b></p>	<p><b>What we will do to achieve this objective</b></p>
<p>As a bilingual, inner London school we serve a diverse community. We want to ensure our families are well represented in our curriculum offer to ensure all pupils feel empowered and have a positive self-image.</p>	<p>Work with the central team, our curriculum leader and subject leaders to audit the curriculum to ensure there is diversity entrenched within the curriculum.</p> <p>As a SLT reflect on how we promote positive images which reflect the diversity of the school community in terms of race, gender and disability.</p> <p>Ensure pupils understand diversity and its importance.</p> <p>Actively seek pupil views on the curriculum taught.</p>
<p><b><u>Objective 2</u></b></p> <p><b>Ensure all pupils are provided with the support they need to make good academic progress and to become a well-rounded citizen.</b></p>	
<p><b>Why we have chosen this objective</b></p>	<p><b>What we will do to achieve this objective</b></p>
<p>As a result of the disruption to face to face teaching during the COVID19 pandemic, we know that pupils have gaps in knowledge.</p>	<p>Focus on the importance of relationships between pupils and staff.</p>

<p>We want to ensure we do all we can to address these gaps so that pupils catch up on lost learning and are on track to achieve their personal target.</p> <p>The pandemic has affected pupils in different ways and that we may not see the impact for some time. We want to ensure the curriculum provides opportunities for pupils to be taught strategies to manage their feelings and emotions so that it does not become a barrier to learning or their life chances.</p>	<p>Zones of regulation embedded across the school.</p> <p>Continue to provide opportunities for staff to access mental health training.</p> <p>Ensure the quality of teaching is the best it can be through effective CPD for all staff who work with pupils.</p> <p>Take effective steps to identify gaps in pupil's knowledge. Ensure teachers know how to address the gaps in knowledge and adjust the curriculum as necessary.</p> <p>Provide additional support and differentiated learning where appropriate, using the catch up funding to support this drive.</p> <p>Using our CARE values and Excellent learner traits, promote a sense of optimism and hope which underpins the ethos of our school.</p> <p>Continue to provide opportunities across the curriculum to learn about mental health and well-being, including working with CAMHS and other external service. Make timely referrals as necessary.</p>
<p><b><u>Objective 3</u></b></p>	
<p><b>Ensure the gap between disadvantaged pupils and non-disadvantaged pupils narrows and is at least in line with national gaps.</b></p>	
<p><b>Why we have chosen this objective:</b></p>	<p><b>What we will do to achieve this objective</b></p>
<p>We want all pupils to make at least expected progress and get to age related expectations so they are ready for the next stage of their education.</p>	<p>Ensure the quality of teaching is the best it can be through effective CPD for all staff who work with pupils.</p> <p>Regular analysis of data will inform deployment of resources to meet the needs of all pupils.</p> <p>Teachers and SLT to know the data and gaps pupils have through data analysis.</p> <p>Ensure additional support that is needed is put in place without delay and is monitored for effectiveness.</p>

	Through the PP funding, do our best to support pupils.
<b>Objective 4</b>	
<b>Reduce the number of pupils who are classed as PA's year on year.</b>	
<b>Why we have chosen this objective</b>	<b>What we will do to achieve this objective</b>
Regular attendance at school ensures pupils have the best opportunity to learn and succeed. We want to ensure that our pupils who are persistent PA's receive the support they need to attend school more regularly.	<p>Regular monitoring of attendance data to identify key pupils and trends.</p> <p>Ensure class teachers address attendance issues as soon as they see patterns emerging.</p> <p>Parents and carers informed termly of their child's attendance and if they are a PA or at risk of becoming one.</p> <p>SLT to know the key pupils who need support and liaise with families.</p> <p>Involve outside agencies as necessary to secure the support families need.</p>
<b>Objective 5</b>	
<b>Ensure pupils with particular protected characteristics do not see themselves as "outside" the system in some way.</b>	
<b>Why we have chosen this objective:</b>	<b>What we will do to achieve this objective</b>
We want to ensure that the curriculum provides role models which young people can identify with which reflects diversity in race, ethnicity, sex, disability, sexuality and religious belief.	<p>Integrate events, themes, based on diversity and culture through all subjects across the curriculum and assemblies.</p> <p>As part of our regular curriculum reviews, ensure the representation of different groups to celebrate diversity and culture.</p> <p>Regular review of behaviour incidents to inform decisions on our provision. Anti-bullying policy reviewed regularly is shared and known by our school community.</p> <p>Ensure our pupils feel safe and protected and equal through pupil voice.</p>

	Q1E Accessibility and Equality Policy is published on our website so that parents and staff know how to raise issues relating to Equality and Diversity
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These objectives

- will be reviewed earlier than planned if they deemed not to be relevant.
- sit alongside our trust [Accessibility and Equality Policy](#).