

## Equality Objectives 2016-2017 Impact Assessment Review

1. Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our academy community.  
**Impact assessment:** RE is taught in class each week as well as an assembly programme that covers Respecting Rights and the SMSC/British Values agenda
2. Monitoring and promotion of the involvement of all groups of students in the extra-curricular life of the academy, including leadership opportunities, especially students with special educational needs and disabilities.  
**Impact assessment:** There are equal opportunities to be involved in sporting events as well as after school clubs
3. Actively close gaps in attainment and achievement between students and 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.  
**Impact assessment:** The attainment of children has been rigorously monitored through fortnightly pupil progress meetings. Both individuals and groups of children have been monitored and where possible underachievement has been highlighted and interventions have taken place.
4. Continue to improve accessibility across the school for students; staff and visitors with disabilities, including access to specialist teaching areas.  
**Impact assessment:** Accessibility has been taken into account when planning school events and children/staff/visitors with physical impairment have had alternative arrangements made to ensure fair access.
5. Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.  
**Impact assessment:** All appointments are made under the public sectors equality duty
6. Reduce the incidence of the use of homophobic, sexist and racist language by students in the academy.  
**Impact assessment:** There is a zero tolerance approach to discriminatory language. The Academy uses a system of consequences, C6 could result in a fixed term exclusion for the use of such language. Monitoring of such language is maintained and reviewed. A theme of tolerance and respect runs through our assembly programme and SMSC curriculum. Student's views have been sought throughout the academic year.