



Our Equality Objectives

Written March 2023

Overthorpe C of E Academy stands against all forms of discrimination on the grounds of age, disability, gender reassignment, ethnic origin, religion, sexual orientation, gender, disability or ability. Our school's demographic state is directly linked to our overall aims for achieving equality. Specifically, we aim to:

Objective 1

Promote cultural understanding and awareness of different religious beliefs between different ethnic groups in our local communities

We have chosen this objective because we feel that it is an essential part of growing up in today's modern world. Pupils need to grow up to be world citizens, with an understanding and awareness of others. Our local communities are made up of a range of different ethnic groups with different religious beliefs and we believe that it is our duty to educate our pupils to be part of a harmonious and respectful future.

To achieve this objective we plan to twin with local schools, ensure that our curriculum encourages children to learn about other cultures, groups and religious beliefs, celebrate differences in our PHSE curriculum and all areas of our curriculum and introduce role models from a wide range of backgrounds.

Objective 2

Continue to improve accessibility across the school for students, staff and visitors with disabilities

We have chosen this objective because, we have been blessed with new pupils, staff and visitors to our school with a range of differing abilities and disabilities. Improving accessibility to all areas across school, as well as specialist areas such as physical development spaces or sensory rooms is an important part of our offer.

To achieve this objective, we have developed a 3 year accessibility plan. We have begun work to evaluate our current access and work with our Trust to make improvements.

Objective 3

Actively close gaps in attainment, achievement and mental health and well-being 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

We have chosen this objective because we have a high proportion of pupil premium children (48.3%) and SEN support (24%) children in our school. We have an increasing amount of looked after children and children from minority ethnic groups. Overthorpe is an ever-changing family and we need to adjust our practice to ensure that everyone gets the very best start in life and education that they deserve.

To achieve this objective, we closely monitor the access of disadvantaged, SEND, CLA and children from ethnic minorities' access to curriculum materials, extra-curriculum offers, additional tutoring and interventions. We also monitor, implement and evaluate rigorous attendance procedures to ensure that our most vulnerable groups are attending school.

Objective 4

Review relevant school policies to ensure they clearly reflect the aim of inclusivity

We have chosen this because we have recently undertaken staff training regarding SEND, gender diversity and curriculum development. We need to ensure that the resources that we use and the policies that we work under are up-to-date and reflect our most current practice. We have a duty to ensure that our policies and practices promote difference, ensure equality for all and protect and empower those who need a voice.

To achieve our aims, we will adopt the following methods:

- Embedding equality within teaching and resources
- Using key data indicators to understand the needs and characteristics of our school
- Promoting community cohesion
- Promoting parental engagement
- Investing in regular staff training
- Using key data, such as measures of wellbeing, to monitor the progress of pupils with protected characteristics
- Regularly reviewing our policy to ensure it reflects current trends and issues