

## Equality Objectives Action Plan – Elstree Screen Arts Academy

At Elstree Screen Arts Academy, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers and embracing the difference they bring to our school community.

We want everyone in our school community to experience kindness and respect; and to be treated with the dignity they deserve. We have therefore set the following objectives for our school:

<b>Equality Objectives</b>	<b>Protected Characteristic</b>	<b>General Duty</b>	<b>Responsibility</b>	<b>Measurable Success Indicator</b>	<b>Review</b>
To monitor and raise the attainment of vulnerable groups.	1, 2, 3, 6, 9	Eliminate discrimination. Advance equality of opportunity.	Associate Principal Assistant Principal for SEND & Inclusion SENCO	Vulnerable groups to achieve inline with other students	Autumn (yearly)
To create and promote a culture of respect and trust, where every individual in our community is known and valued, consistent with our school's values.	All	Eliminate discrimination; make all feel safe and included.	Principal, Associate Principal Assistant Principal for SEND & Inclusion Equality and Diversity Lead (BHU) Personal Development Lead (LSH)	Analysis of behaviour, evidence of inclusion in assemblies, PD and SMSC work; student and parent surveys,	Summer (yearly)
To ensure we build a fair and inclusive culture where staff can thrive by embracing the differences they bring.	All	Eliminate discrimination, advance equality of opportunity, advance equality of representation.	Principal, Associate Principal Assistant Principal for SEND & Inclusion Equality and Diversity Lead (BHU)	Staffing data and records. Equality training provided, Staff working party for Diversity and Equality in place, Staff Surveys.	Autumn (yearly)
Robustly challenge bullying and prejudicial incidents; supporting victims with care. To include raising awareness	All	Eliminate discrimination.	Assistant Principal for SEND & Inclusion, Pastoral Leaders	Analysis of information on Arbor and CPOMS. Evidence of inclusion in assemblies & PD. Student and staff working groups in place;	Autumn (yearly)

Equality Act 2010: Protected characteristics and types of discrimination 1. Age 2. Disability 3. Gender reassignment 4. Marriage and civil partnership 5. Pregnancy and maternity 6. Race & Ethnicity 7. Religion or belief 8. Sex 9. Sexual Orientation

of (and challenging) unconscious bias and prejudicial language whether it be homophobic, racist or misogynistic.				student surveys, use of prejudice related incident forms. LLL programme to focus on issues	
To empower students to understand gender equality and address misogynist and sexist attitudes.	3, 8, 9	Eliminate discrimination; make all feel safe and included.	Assistant Principal for SEND & Inclusion, Pastoral Leaders	Discussion of gender based violence and gender equality within curriculum; LLL programme to focus on issues; prejudice related and CPOMS monitoring.	Ongoing
<p>Accessibility of curriculum and extra curricular provision for all. Our specific curriculum aims are:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> To ensure that the curriculum is diverse and rich in nature, including the history, culture, achievements, literature and role models from a wide variety of ethnic groups, especially Global Majority.</li> <li><input type="checkbox"/> To ensure that the curriculum meets new expectations for Sex and Relationships education for all learners</li> <li><input type="checkbox"/> Resources and displays reflect our diverse school community.</li> <li><input type="checkbox"/> Extra Curricular provision is provided for all learners to ensure opportunities and aspiration for all.</li> </ul>	2, 3, 6, 7, 8, 9	Eliminate barriers to learning	Principal, Associate Principal Assistant Principal for SEND & Inclusion Equality and Diversity Lead (BHU) Personal Development Lead (LSH) MLT	Analysis of curriculum and schemes of work. Learning walks and walkthroughs to monitor displays and resources provided. Analysis of extra curricular provision.	Ongoing

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To prevent radicalisation and promote tolerance and respect.	6, 7, 8	Promote tolerance, respect and diversity	Assistant Principal for SEND & Inclusion, Pastoral Leaders	Monitor referrals to PREVENT, analysis of behaviour and use of CPOMS. Assemblies delivered and PD on Extremism and Radicalisation.	Autumn (yearly)
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