



Woodkirk Academy

## EQUALITY OBJECTIVES

### INTENT:

- a highly-educated school in which opportunity is more equal for children and young people no matter what their background or family circumstances.

### IMPACT:

We will achieve this vision through three strategic aims, which are mutually reinforcing. The associated actions are intended to benefit all students. In enabling Woodkirk Academy and others to work towards the aims we shall look at evidence of progress for people with particular characteristics protected under the Equality Act, as part of our responsibility to eliminate discrimination, advance equality and foster good relations.

#### Raising standards of educational achievement

Equality objective : **ensure that all children gain the knowledge they need to prepare them for adult life, through a reformed National Curriculum and more robust academic and vocational qualifications up to the age of 19.**

#### Closing the achievement gap between rich and poor

Equality objective : **to narrow the achievement gap for children and young people, including children in care, by ensuring increased opportunities and improved outcomes.**

#### Supporting all children and young people, particularly the disadvantaged

Equality objective : **help children to fulfil their full potential, by supporting families and focusing support on improving the lives of the most vulnerable children, including those who experience bullying or exclusion.**

Protected Characteristic	Group	SPECIFIC Objectives TO SUPPORT THE EQUALITY ACT 2010	Deadline
GENDER REASSIGNMENT	Students Staff	Promote awareness of nationally recognised support groups via the PSHRE / FT programme / Assemblies.	Ongoing
RELIGION & BELIEF	Students	Raise awareness for all students of differing religions via information in the school planner / assemblies / PSHRE. PREVENT Agenda Promoting British Values	Ongoing
DISABILITY	Students Staff	Re-establish the Equality & Diversity group.	July 2023
LGBTQ+	Students Staff	Continue to check and monitor that there are no practices which could result in unfair and less favourable treatment of such students. A programme to continue which educates students about tolerance and embed in the curriculum.  To foster good relations between different groups through the use of assemblies, Religious Studies and the PHSE programme,	Ongoing
<b>staffing</b>			
STAFFING	staff	To promote equality, diversity and inclusion actions across our staff body. This will be achieved in several ways, including promoting flexible working, transparency in the gender pay gap and training for staff to eliminate any unconscious bias in recruitment.	Ongoing