

Castle Hills Primary Academy

Equality objectives

Overall Target

To actively encourage positive attitudes towards those with protected characteristics (age, disability, gender or gender identity, marital or civil partnership status, pregnancy & maternity, race- colour, ethnicity- or national origin, religion & belief, sex or sexuality) and to meet their needs. We promote a culture of inclusion and diversity in which all members of the academy community feel proud of their identity and are able to participate fully in academy life.

Intended Impact

Castle Hills Primary Academy is fully inclusive and there is equality of opportunity for all.

Action	Success Criteria	Impact
To continue to actively promote positive attitudes towards others and awareness of equality and diversity	<ul style="list-style-type: none"> • Opportunities are embraced to enrich multi-cultural and multi-faith education • British Values are promoted • Issues of identity, equality, racism, rights and responsibilities are explored with the children 	Children treat others with dignity and respect and understand the effects of discrimination.
To continue to ensure equality of access for pupils, parents and visitors.	<ul style="list-style-type: none"> • All stakeholders have access to the school site (reasonable adjustments are made where necessary) • Academy documentation is produced in an accessible format (where needed) and electronic documentation is produced using accessibility checker to ensure compatibility with accessibility software (e.g., immersive reader, screen readers, language modifier) 	Castle Hills Primary Academy is accessible for all. External ramp access installed to all KS2 classrooms (Sept 2024)
To promote positive attitudes towards diverse families and home situations.	<ul style="list-style-type: none"> • Stonewall training accessed for updates by staff representative • Training disseminated to all staff • Staff include diversity / prejudice awareness in teaching 	Children understand and value the diversity that surrounds them and challenge prejudice and stereotyping
To continue to make all enrichment activities accessible (e.g., extracurricular activities and sporting events).	<ul style="list-style-type: none"> • All pupils participate in all activities across the curriculum (reasonable adjustments are made where necessary) • SEND pupils are offered the opportunity to represent the academy • SEND pupils attend all visits and residential 	All pupils' needs are met and all take as full a part as possible in the activities of the academy.
To increase the participation of SEND pupils in extracurricular activities.	<ul style="list-style-type: none"> • SEND pupils actively engage in after-school clubs with non-SEND pupils 	SEND pupils widen their interests, hobbies, and friendship groups as a strong part of the academy community.

<p>To continue to work well in partnership with all parents</p>	<ul style="list-style-type: none"> • Positive relationships exist with all parents (including those with protected characteristics, single parents, vulnerable families, working parents and parents who are reluctant to engage) • Parent feedback is sought, considered, and acted upon as appropriate (e.g., meetings, surveys) 	<p>All parents feel supported and included in the life of the academy and their children's learning.</p>
<p>To continue to review, the academy's literature to ensure they are written in positive gender-neutral language, respecting pronouns he/she/they</p>	<ul style="list-style-type: none"> • Issues of identity and gender are shared to our community in a respectful, positive, and where appropriate, neutral way. 	<p>Castle Hills Primary Academy is a respectful and supportive gender-identity community.</p>
<p>To review sex & relationship teaching in light of the Equality Act</p>	<ul style="list-style-type: none"> • Content of what is to be taught in SRE lessons is reviewed to ensure compliance with the Equality Act 2010 	<p>The SRE policy is consistent with our Equality Policy.</p>
<p>To be more accountable for how well we are complying with the Equality Act 2010.</p>	<ul style="list-style-type: none"> • The equality objectives are reviewed in the termly HT's report to the governors. 	<p>To be more accountable for how well we are complying with the Equality Act 2010.</p>