

## Thurcroft Junior Academy Equality Objectives 2023 to 2026

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not (the protected characteristics are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.
- Foster good relations between people who share a protected characteristic and people who do not share it.

This document summarises Thurcroft Junior Academy’s objectives over the next four years. The first three objectives link ACET’s equality objectives which have been identified as the areas we wish to tackle across the whole Trust, and shows how we at Thurcroft Junior Academy will work to achieve these. The last three objectives are specific to this academy and have been identified as the biggest priority for our local academy community.

	<b>OBJECTIVE</b>	<b>HOW</b>
1.	<b>To close the gap(s) in attainment and attendance of Most Able, SEND, EAL, pupil premium and any other disadvantaged groups of students/pupils</b>	Quality First Teaching Adaptive Practice Rigorous tracking and monitoring Timely interventions
2.	<b>To ensure all academy curriculums are broad and balanced, ensuring all students/pupils have access to a holistic and rounded education, regardless of their background or starting point.</b>	Implementing a coherently planned and sequenced curriculum which provides appropriate challenge for all pupils. Ensure that the Curriculum extends beyond academic, vocational and technical aspects so that spiritual, moral, social and cultural development is high quality and enhances all pupils’ broader development. Ensure all children are rigorously tracked to underpin progress and ensure missed learning and misconceptions are identified and addressed. Personal Development

3.	<b>To ensure equality of access to extra-curricular provision in all ACET academies, ensuring attendance is encouraged by children of all backgrounds, social demographic and irrespective of any protected characteristic</b>	<p>Offer a variety of free after school clubs, open to all pupils</p> <p>All pupils to access Academy trips</p> <p>Encourage a variety of visitors into academy</p> <p>Provide opportunities, events and celebrations, both in and out of the academy, for pupils to engage in and enhance and develop a broader curriculum and secure a strong cultural capital.</p>
4.	<b>To promote high levels of attendance and punctuality with a particular focus on SEND, disadvantaged pupils and boys.</b>	<p>Rigorously track on a daily basis</p> <p>Regular meetings and contact with families regarding attendance</p> <p>Good Attendance celebrated weekly/termly</p> <p>Work with EWO and Early Help to support families</p>
5.	<b>To promote a growing understanding of fundamental British Values, healthy relationships, equality and how to keep themselves safe.</b>	<p>Ensure that the PHSE &amp; SRE curriculums are taught effectively</p> <p>Weekly FBV Assemblies</p> <p>Anti-Bullying week</p> <p>Termly Racism Lessons</p> <p>Academy Ethos of inclusivity</p>
6.	<b>To promote a growing understanding of gender inequality and empower pupils to challenge gender stereotypes.</b>	<p>Avoid segregating boys and girls into separate lines, separate sports activities and mix seating up in the classroom.</p> <p>Ensure any educational materials used show genders in equal measure.</p> <p>Mix boys and girls to work on projects together.</p> <p>Explore gender concepts and roles from different communities.</p> <p>To raise awareness with staff and offer CPDL</p> <p>Rigorous tracking of academic achievement and attendance</p>