


Equality Objectives 2023-2027

Overall Target -

To actively encourage positive attitudes towards those with protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion & belief, sex, sexual orientation) and to meet their needs.

Intended Impact

Atlas Academy is fully inclusive and there is equality of opportunity for all.

Action	Success Criteria	Impact	May 2023 Update	October 2023 Update
<p>To continue to actively promote positive attitudes towards others and awareness of equality and diversity</p>	<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 through the curriculum, assemblies and events 	<p>Children treat others with dignity and respect and understand the effects of discrimination.</p>	<p>The PSHRE curriculum explores British Values which are discussed explicitly with pupils so that they can articulate which value they have explored in context. Classrooms have British Values posters that help children remember each value and express these in dialogue. Assemblies promote the values and children have been taught the 'hand symbol' to represent the values. The school has Equality & Diversity Ambassadors (pupils) that monitor the promotion of equality and diversion such as ensuring that our texts represent the school community. Children talk confidently about equality and</p>	<p>PSHRE lessons now include a focus on specific identification of British Values.</p> <p>In addition, the school has launched a campaign at reducing disrespect. It Stops Now promotes respect, antiracism, anti-homophobia, non-violence and no to swearing.</p> <div style="text-align: center;">  </div>

			generally treat each other with respect.	
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) School documentation is produced in an accessible format (where needed) 	Atlas Academy is accessible for all.	Site is fully accessible to all stakeholders. School website can translate into home languages. Member of staff used where possible to provide translation services. Important letters, e.g. RSE parent survey in March 2023, translated into multiple home languages to ensure that parents can access.	The school continues to be fully accessible to all stakeholders. Parental surveys for November 2023 Parents Evening will be translated into main home languages to ensure that we receive high-quality feedback on the work of the school.
To continue to make all enrichment activities accessible (eg extracurricular activities and sporting events).	<p>All pupils participate in all activities across the curriculum (reasonable adjustments are made where necessary)</p> <p>Disabled pupils / pupils with SEND and those from vulnerable groups are offered the opportunity to represent the school</p> <p>Pupils from the wide range of pupil groups (considering the protected characteristics) are encouraged to attend visits and participate in educational experiences</p>	All pupils' needs are met and all take as full a part as possible in the activities of the school.	Activities, clubs, trips and visits are accessible to all. We aim to ensure that all groups are included in the variety of clubs we offer and have extended the range of availability by adding lunchtime extra-curricular provision (BSL Club, Glee Club, Film Club, Wildlife Club). Future plans to ensure Breakfast Club is accessible to all – September 2023. We provide access to specialist sports coaches: cricket and taekwondo for example. Club Doncaster provide interventions for pupils with SEND and to support some pupils with social and interaction skills. The school employs a Sports Coach who delivers sports to all pupils. The school takes part in regular sporting events, including interTrust/county competitions, and offers the opportunity to meet sporting professionals including those who represent the British Olympic & Paralympic teams.	Club Doncaster provide interventions for pupils with SEND and to support some pupils with social and interaction skills. The school employs a Sports Coach who delivers sports to all pupils. The school takes part in regular sporting events, including inter-Trust. Club Doncaster and the Sports Coach also provide Sensory Circuits for SEND children.

<p>To continue to work well in partnership with all parents</p>	<p>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 (eg meetings, surveys)</p>	<p>All parents feel supported and included in the life of the school and their children’s learning.</p>	<p>Improved parental involvement in the life and work of school – weekly CUforBreakfast event for families run in partnership with DCU has had very positive impact with engagement, as well as a range of workshops, e.g. Multiply Maths which specifically targeted hard to reach families, and other parental opportunities to come into school. We now have Parent Ambassadors who attend our weekly CUforBreakfast and are visible to parents. Coffee mornings have been held where agencies from the local area have attended to provide advice and signposting to services. Parent surveys completed on a termly basis and regular communication through school newsletters, parent app and social media. Surveys are analysed and results shared with stakeholders, Improvements to partnerships in response to requests/feedback are made where feasible, e.g. parents asked for more advance notice of events in school so termly updates of all events now included on newsletter.</p>	<p>The school continues to explore ways to further develop its partnership with the parental community. ‘What are we learning?’ meetings have been held for ReceptionYear 6 parents in Autumn term and these were well-attended. These meetings will be held again on a termly basis throughout 2023-24. Phonics workshops for Reception and Year 1 families have also taken place and these will be repeated in Spring 2024. The school also aims to extend its range of parental workshops available to include guidance on topics such as safer use of internet and good sleeping routines.</p>
<p>To continue to review sex & relationship teaching in light of the Equality Act and the Relationships and Sex Education Guidance from the Dfe</p>	<p>Content of what is to be taught in lessons is reviewed to ensure compliance with the Equality Act 2010 and statutory guidance from the DfE</p>	<p>The RSE policy is consistent with our Equality Policy.</p>	<p>PSHRE and RSE curriculum in place and reviewed at least annually, with weekly reviews in light of events taking place in school and local community. RSE parental consultation took place in March 2023. 73% of parents agree that their child is well supported for their RSE curriculum (8% neutral) but 43% disagree that RSE are important parts of the school curriculum. Analysis shows that parents of</p>	<p>A key priority for improvement this year is how the school raises levels of pupil awareness and tolerance of sexual identity and gender, and challenge any stereotypes and discrimination.</p>

			<p>younger pupils are more likely to disagree. We have plans to invite parents into specific relationships lessons, especially those dealing with issues many parents in our community feel are inappropriate for primary aged pupils.</p>	
<p>To be more accountable for how well we are complying with the Equality Act 2010.</p>	<p>The equality objectives are reviewed in reports to the Trust Management Board (TMB) Social Media is used to promote and celebrate the protected characteristics</p>	<p>Our equality of provision will be reviewed and monitored.</p>	<p>The PSHRE Lead is reviewing the curriculum to include specific teaching of protected characteristics so that pupils can name and discuss these by the end of Y6.</p>	<p>Year 6 pupils are taught the Protected Characteristics as part of Celebrating Difference (and some of Relationships) unit. Reception – Year 6 pupils are taught about stereotypes in families and the different types of family groups that exist within society through Relationships Unit.</p>