

Spa Academy Askern



Equality Objectives 2022-25

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

Spa Academy Askern 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.	As part of the academy's ASPIRE and academic curriculum there are planned opportunities to: <ul style="list-style-type: none"> • Enrich multi-cultural and multi-faith education. • Promote British Values, with pupils' understanding building over time • Explore and understand issues of identity and equality. • Provide a 'windows' and 'mirrors' approach through the chosen content of our curriculums – allowing pupils to see themselves and see others through this. 	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). 	Spa Academy Askern is accessible for all.
To promote positive attitudes towards diverse families and home situations.	<ul style="list-style-type: none"> • The school takes works effectively alongside Leeds Beckett University in developing staff and school understanding of LGBTQ+ inclusivity and the Anti-Racism Award. • Training disseminated to all staff • The school's ASPIRE curriculum clearly outlines coherently-planned opportunities to develop pupils' appreciation, understanding, respect and awareness of diverse families and home situations. 	Children understand and value the diversity that surrounds them and challenge prejudice and stereotyping
To continue to make all personal development activities opportunities (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). • Disabled pupils are offered the opportunity to represent the academy. • Disabled 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 continue to work well in partnership with all parents	<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) 	All parents feel supported and included in the life of the academy and their children's learning.
To review Relationship & Sex Education curriculum in light of the Equality Act.	<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. 	The SRE policy is consistent with our Equality Policy.
To be more accountable for how well we are complying with the Equality Act 2010.	<ul style="list-style-type: none"> • The equality objectives are reviewed in the termly HT's report to the governors. 	To be more accountable for how well we are complying with the Equality Act 2010.