

Equality Objectives September 2023

Objective	Rationale	Key Actions	Responsible Person	Timescale	Success Criteria
To continue to narrow the attainment gap between advantaged and disadvantaged pupils	In school data indicates that in some subjects and year groups, the disadvantaged gap has reduced but attainment gaps between disadvantaged and others still remain in areas.	<ul style="list-style-type: none"> • Robust data analysis to identify underperforming pupils • Tuition groups and booster groups • Curriculum audit to identify where opportunities exist to enhance learning • Review effective allocation of support staff • PP Strategy – impact of provision • Ensure teaching is of the highest quality so that pupils reach their potential and all pupils are given equal entitlement to success. • Provide effective CPD to enhance teaching and learning - GTT 	SLT PP Champion	Termly	Disadvantaged gap continues to reduce.
To ensure the curriculum at New Silksworth Academy provides opportunities for ALL and that barriers are removed so that pupils are not disadvantaged because of limited first hand experiences	Intentionally engaging pre-existing knowledge with new classroom content can promote meaningful and lasting learning. The first-hand experiences of learning outside the classroom can help to make subjects more vivid and interesting for pupils and enhance their understanding. It can also contribute significantly to pupils' personal, social and emotional	<ul style="list-style-type: none"> • Curriculum audit to identify where opportunities exist to enhance learning through first hand experiences • Ensure planned experiences become an integral element of long-term curriculum planning and are closely linked to classroom activities. • Plan for use of own buildings, grounds and the neighbouring area to support learning 	SLT PP Champion SENDCo SIO Curriculum Lead Subject Leads	Termly	planned experiences are an integral element of long-term curriculum plans Experiences and activities are planned for and accessed by different groups of learners

	development. Due to high deprivation in Silksworth, some pupils may have limited experiences compared to those living in affluent areas.	<ul style="list-style-type: none"> • evaluate the impact of learning outside the classroom on improving achievement. • ensure equal and full access for all learners to learning outside the classroom by monitoring participation in activities by different groups of learners and removing any barriers. 			
To support the health and wellbeing of all pupils through the development of the Arts and PESSPA	The Arts and PESSPA can have a huge impact on pupils' mental and physical health, attendance, attainment and behaviour – especially for those with SEND. New Silksworth Academy strive to ensure ALL pupils can engage in Arts and sports experiences to empower them.	<ul style="list-style-type: none"> • Curriculum audit to identify where opportunities for sports and 'Arts' exist • Research and establish further links within the local community • Provide opportunities for pupils to experience success and achieve awards • Monitor the uptake and participation in activities by different groups of learners 	PESSPA Lead Arts Lead Curriculum Lead SLT PP Champion SENDCo	Termly	<p>Links established with community groups Increased number of activities and opportunities</p> <p>Pupils receive awards</p>
New Silksworth Academy aims to foster good relations between those who share a protected characteristic and those who do not	New Silksworth Academy is inclusive to all	<ul style="list-style-type: none"> • Curriculum audit to identify where opportunities exist to enhance learning • PSHCE curriculum to be further reviewed and consultations with parents arranged • Research and establish links within the local community • Contact links to incorporate into curriculum plan 	SLT Curriculum Lead PSHCE Lead RE Lead SIO SENDCo	Half Termly	<p>Links established with community groups Increased number of visits and opportunities</p>
Ensure all staff and LGB are fully informed, and regularly reminded, of their responsibilities under the Equality Act. Evidence through meeting minutes	Increase staff awareness of the Equality Act 2010 (which was updated 2014) and how the act applies to all stakeholders	<ul style="list-style-type: none"> • Single Equality Scheme shared with all stakeholders • Included as part of induction process and annual staff update • Referenced in all policies 	Governors Headteacher SLT SENDCo Teachers	Termly updates	Key stakeholders demonstrate increased awareness. Minutes evidence

