

**Keevil CofE Academy
Equality Objectives
July 2017 – July 2020**

OBJECTIVES	<p>1. RELIGION AND BELIEF: To increase understanding of religious/faith diversity (including people who do not have a faith) and to develop an awareness of the history of religious intolerance in Britain and Europe and to learn to promote tolerance and understanding.</p> <p>2. DISABILITY/SEND: To address pupil mental health and wellbeing as part of our commitment to preventing mental health difficulties that may start in childhood – but have a greater impact in adult life.</p> <p>3. GENDER: This school is committed to addressing all issues of bullying behaviour and discriminatory language and this includes homophobia, biphobia and transphobia.</p>
Specific	<i>These objectives addresses two significant issues that are currently facing society.</i>
Measurable	<i>Feedback from pupils and parents will be used to evaluate the quality of the provision in school.</i>
Attainable	<i>We will ensure that the two objectives are an integral part of our school curriculum - through RE, PSHE and pastoral support. They are already embedded within the ethos and mission of our school (see below).</i>
Relevant	<p><i>The objectives stem not only from being issues currently facing society, but also from our mission and ethos as a school which states:</i></p> <p><i>“We are also defined by values of tolerance, courtesy, fairness, and respect for one other. These lead to motivation for service and commitment to society, both within and beyond our school.”</i></p> <p><i>“It is vital, always that children are able to turn perceived weakness in to actual strength. All of this will lead to an inner confidence which, more than anything else will enable a child, in their future, to overcome and to flourish.”</i></p>
Time-Bound	<p><i>We will review these objectives annually during the period and evaluate the effectiveness of our delivery, and adapt our approach and provision as required..</i></p> <p><i>Relevant Equality Information will be published and Equality Analysis conducted on an annual basis. This Equality Objective will be achieved at the end of the period at which time it will be reviewed and renewed.</i></p>

Time	Actions	Evaluation
July 2017-July 2018	<ul style="list-style-type: none"> • Development and implementation of a new RE curriculum across the school, integrating Understanding Christianity and Discovery RE to ensure in-depth learning about Christianity balanced with high quality teaching about a range of world Faiths. • Development of a rotation of Theme Days and Events across the school, including opportunities for children to learn about and from people from different faiths and cultures. • Embedding of our new PSHE Curriculum, taught through termly Wellbeing Days, which is one of our main vehicles for ensuring we deliver British Values effectively, as well as developing emotional literacy skills in all of our children. • Development of the role and systems supporting the work of our ELSA across the school. 	Parent Questionnaire May 2018 <ul style="list-style-type: none"> • 97% parents agree or completely agree that their child is happy at the school • 97% parents agree or completely agree that their child is safe at the school.
July 2018-July 2019		
July 2019-July 2020		