

## Equality Plan and Objectives

|                               |            |
|-------------------------------|------------|
| School:                       | SCA        |
| Head of School:               | M Hayes    |
| Link Governor (if appointed): | TBA        |
| Date Reviewed                 | April 2025 |
| Review date:                  | April 2026 |

**Objective 1: Provide a framework for a strategy on which to build an inclusive education and pupil experience for the children at St Christophers Academy.**

| Key Action(s)   | Lead | Target Date   | Review / Outcome / End of cycle impact assessment  |
|---|------|---|--|
| <p>Implement the 4 strands of the Inclusivity and Diversity strategy.</p> <p>Copied from the Strategy.</p> <p>To educate and inform ourselves about the wider issues of Race, Diversity and Inclusivity. This is an initial step and one that should run concurrently alongside the other strands.</p> <p>To ensure that which we teach, promote, celebrate and focus on, fully reflects the community of children in our school and that they see themselves reflected in such. To actively teach children about the issues of racism, inequality and prejudice. To teach children the true meaning of the Values of tolerance and</p> | MH   | 25-26 timeline. Strand 1 of currently being implemented | <p><i>Reviewed termly.</i></p> <p><i>Autumn 25 Review</i></p> <p><i>Strand 1 is running concurrently with strand 2, 3 and 4 and being revisited with new staff</i></p> |

|  |  |  |   |
|--|--|--|---|
| <p>respect and the consequences of a lack of these values in the school community and wider world.</p> <p>To teach an accessible curriculum that views history and related areas through a wider lens and perspective.</p> |  |  | <p><i>History curriculum has been reviewed to meet this key action. Geography and RE are being reviewed in the same way</i></p> |
|--|--|--|---|

**Objective 2:**  
Implement the values across the school as a remodelled behaviour framework that encourages our positive relationship policy.

| <b>Action</b>   | <b>Lead</b> | <b>Target Date</b> | <b>Review / Outcome / End of cycle impact assessment</b> |
|---|-------------|--------------------|--|
| <p>Embed the values as they underpin the basis of the positive relationship policy and link to our restorative practice.</p> <p>Ensure new staff are aware through induction process.</p> | MH          | April 26           | <p><i>Review termly through behaviour logs CPOMS</i></p> |
| <p>Ensure practice adheres to policy and monitor through surveys and feedback and impact on behaviour.</p>  | MH          | April 26           | <p><i>As above</i></p>                                   |

**Objective 3:**  
Ensure that equality of opportunity is delivered to all children through our enrichment programme.

| Action   | Lead          | Target Date | Review / Outcome / End of cycle impact assessment   |
|--|---------------|-------------|---|
| Re-establish trips, visits and visitors.   | Teachers / KV | 25/26       | This action is ongoing and reviewed termly. There is quantifiable evidence that this is happening |
| Ensure disadvantaged children have equality of opportunity using PP funding to support | KL            |             | As above  |