

The Rydal Academy

Equality Objectives 2016 - 2020

Accepted by: The Rydal Academy LGB October 2016

Approving Body : Local Governing Body

Committee : LGB

Review Cycle: 4 years

Last reviewed: November 2018

Date for next review: September 2020

1. To ensure that all groups of pupils make expected progress regardless of gender, ethnicity, additional educational needs, disability or socio-economic background.
 - a. Pupils making less than expected progress will be identified through rigorous and robust tracking systems and analysis of data;
 - b. Personalised interventions will be devised for pupils not making required progress at classroom, departmental and whole school levels (for example, pupils with EAL receiving additional support to enable them to access the curriculum);
 - c. A range of school systems, both academic and pastoral will be in place to support pupils in making required progress.

2. To continue to support pupils' cultural development through the provision of opportunities to learn about and experience different cultures.
 - a. The school ethos, which embraces the Social, Moral, Spiritual and Cultural values, will be promoted through The Rydal Academy values which encompass British values;
 - b. Pupils will be provided with a range of curriculum opportunities to learn about other cultures; including through PSHCE, RE and cross curricular links.
 - c. Pupils will have the opportunity to visit to other educational establishments and organisations, other areas within the UK and possibly other countries in order to widen their experience of other cultures and nationalities.
 - d. Pupils and staff will have opportunities to share their own cultural experiences through the curriculum and extension activities (GRT, BME, EAL)

3. To ensure that all people within the School community are fully aware of and promote the Equality Policy, equality objectives and the statutory equality requirements.
 - a. Delivery of whole school CPD regarding equality in an educational context and the responsibilities and obligations of individual staff;
 - b. Training for the Governing Body regarding their equality responsibilities and to ensure they consider the equality implications of decisions they make;
 - c. New staff will be provided with information regarding the Trust's equality policy and scheme as part of their induction process.