

## Equality Plan and Objectives

School:	Lawnside Academy
Principal:	Cheryl Johnson
Link Governor (if appointed):	Susanne Combe
Date published:	21st September 2021
Review date:	21st September 2025

**Objective 1: Pupils and wider community have a clear understanding of the fundamental British values of democracy, individual liberty, the rule of law and mutual respect and tolerance through assemblies, building SMSC into the curriculum and extensive opportunities entrenched across the school curriculum.**

Key Action(s)	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Deliver SMSC through the whole school curriculum.	Cheryl Johnson	Sep 2022	SMSC policy written – September 2021. SMSC and English at Lawnside Academy document written (other subject leaders to do the same). SMSC Curriculum Map – weekly breakdowns written and on website (Term 2) – Term 3 in progress. SMSC evidence file in place.

**Objective 2: Pupils are proud of their school and offer support and guidance to each other in class and around the school.**

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Survey pupils termly.	Cheryl Johnson	Sep 2022	Evidence in pupil survey – Autumn Term 2021. 90% agree that 'my school encourages me to respect people from other backgrounds and to treat everyone equally.'

**Objective 3: Continue to promote an inclusive environment that meets the needs of all pupils, irrespective of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation.**

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Deliver PSHE programme effectively with training opportunities for staff.	Cheryl Johnson Zoe Russell (PSHE lead teacher)	July 2022	Whole school monitoring of teaching and learning – Autumn term, linked to Teachers' Standards. PSHE action plan targets – 'To ensure the RSE and PSHE curriculum is delivered across the school.'

**Objective 4: Ensure that diversity is central to the curriculum and offers opportunity for further development of cultural capital.**

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Improve diversity and representation across the curriculum, through a subject audit.	Subject lead teachers	July 2022	Subject lead teacher action plans reflect this objective – i.e. 'To ensure Lawnside Academy's PSHE curriculum supports children's SMSC development.' / 'To broaden the children's understanding of global citizenship and diversity.' (PSHE) 'To enhance pupils' experience of diversity within the teaching of the RE curriculum.' (RE). 'Ensure the school has a broad range of books to support ethnicity and diversity.' (Reading). 'To enhance pupils' experience of diversity within the teaching of the Science curriculum.' (Science). 'To ensure the range of texts children are exposed to, and are available, reflect the diversity of today's society.' (Writing).
Offer staff the opportunity to complete CPD around diversity within the curriculum	Subject lead teachers	July 2022	Included in subject lead teacher action plans.

**Objective 5: Opportunities for enrichment and personal growth are embedded across the curriculum.**

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Review school trips and visits.	Key stage lead teachers Subject lead teachers	July 2022	Reflected in subject lead teacher action plans – i.e. 'To ensure the music curriculum is broad and reflects music from different cultures.' (Music).
Review activity / enrichment days	Key stage lead teachers Subject lead teachers	July 2022	Reflected in subject lead teacher action plans.