



The Parker

E-ACT ACADEMY

The Parker

Objectives 2018- 2021

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Parker is an inclusive school, where we focus on the well-being and progress of every student and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging
4. We observe good equalities practice in staff recruitment, retention and development
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children. We ensure that our pupils are exposed to and taught about all protected characteristic through our curriculum.

The objectives below are our priorities for the next 3 years.

Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.



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Objective	Actions	Lead	Success Criteria	Progress
<p>To ensure that The Parker is a fully inclusive school allowing all pupils access to a building and a curriculum which supports their needs and supports their personal development</p>	<p>Reduce movement between the buildings to allow all pupils to access the school site safely. Ensure that the school is DDA compliant.</p>	SCO/ROD	H/S audit	
	<p>To create a Breakfast club which will provide SEND pupils with a calm and organised start to the school day.</p>	SENDCO	Pupil attendance at breakfast club	
	<p>To review the curriculum and ensure that it provides access and challenge for all pupils. Pathway options to provide clear exit routes for all pupils.</p>	SCO	Curriculum audit and RAB feedback	
	<p>To create a 'safe space' for emotionally vulnerable pupils during periods on non-contact time.</p>	PASTORAL TEAM	Safe space established during pupil 'free time'	
<p>To provide support to all of our school community and ensure that they have access to relevant support services. The services will provide appropriate IAG to help improve pupil attendance, well-being and</p>	<p>To embed a Team Around the Child and ensure that there is a robust Pastoral system</p>	AHT	RAB feedback	
	<p>To ensure that the school behaviour system is consistently implemented across the school</p>	AHT/PASTORAL TEAM	Isolation and Exclusion data	
	<p>To raise awareness of Anti-Bullying and Mental Health across the school. To create a team of Ambassadors who will ensure this</p>	DHT	Ambassadors for MH and AB	



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attainment	<p>area is high profile.</p> <p>To become an accredited StoneWall school for LGBT+</p>	DHT	Gain StoneWall accreditation	
<p>To raise the academic aspirations of all young people regardless of their needs or background by giving them an academic pathway which reflects their needs, providing access to high level careers IAG and allowing all pupils to consider their post 16 and post 18 options.</p>	<p>Allowing pupils to have access to a University visit in KS4</p> <p>All pupils to be given an opportunity to understand and explore apprenticeships</p> <p>To provide high quality Careers IAG and ensure that we meet the Gatsby mark</p> <p>To invite guest speakers and ex pupils back to share their thoughts on careers post Parker</p>	<p>PPG lead</p> <p>HEAD OF 6TH</p> <p>CAREER LEAD</p> <p>CAREER LEAD</p>	<p>School calendar</p> <p>Apprenticeship uptake</p> <p>Gatsby quality mark</p> <p>School calendar</p>	