



## **The Parker Equality Objectives 2021 - 2024**

**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.

### **Ethos:**

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. Objective Actions Lead Success

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>Implement the Parker Professional development curriculum, which has been mapped out to include clear intent and progression across 7 key area's of focus</p>	<p>Head of PD</p>	<p>Professional development QA / Student voice</p>	
	<p>Ensure the curriculum continues to support the needs of all pupils through regular team co-planning in all curriculum areas.</p>	<p>SLT / HOF's</p>	<p>Attendance at Co-planning, Outcomes of meetings</p>	
	<p>Continue to ensure the curriculum is cohesive across faculty area's and that all staff are aware of the 'why'.</p>	<p>AHT Curriculum / SLT</p>	<p>Curriculum audit</p>	
	<p>To create a 'safe space' for emotionally vulnerable pupils during periods on non-contact time.</p>	<p>AHT SEND</p>	<p>Safe space established, attendance to be monitored</p>	
	<p>Ensure a consistent approach to challenging pupils / those with additional needs, with an emphasis on safeguarding and the sharing of information</p>	<p>DSL / AHT Pastoral / HOY's</p>	<p>Minutes from Vulnerable children / safeguarding panels</p>	
	<p>Provide additional enrichment opportunities across a range of area's to</p>	<p>Head of PD / AHT Pupil Premium</p>	<p>Academy Calendar / Extra Curricular timetable</p>	

	increase students social / cultural capital			
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 attainment	Implement a system of ISL catch up sessions to ensure that lost learning time, or failure to master concepts is addressed moving forward	AHT - Curriculum	Attendance at ISL sessions	
	Use the established team of Antibullying and mental health ambassadors to maintain the profile of this area and keep it moving forward	Head of PD	Student voice – MH & AB ambassadors	
	Ensure the elected Junior leadership team is active in responding to student concerns and driving the school forward. Regular consultations on key policy area's are planned in addition to twice half termly meetings to provide student voice	Head of PD	Student voice & minutes from JLT meetings, including relevant SLT response	
	To embed a Team Around the Child and ensure that there is a robust Pastoral system	DSL & Pastoral team	Isolation and Exclusion data	
	Improve student knowledge of the full range of support services available through a robust Personal development curriculum	Head of PD	RAB Feedback, Quality assurance PD	
		Head of PD / AHT SEND /	QA – SEND	





	<p>Provide students with support on their next steps to access realistic, yet aspirational provision beyond the academy, based on their aims, and personal attributes.</p> <p>Expose students to a greater range of careers, pathways and options within a climate of understanding that the career path is often not a straight line.</p>	<p>Head of PD</p> <p>Head of PD in partnership with local stakeholders</p>	<p>Destinations data, attendance at careers appointments</p> <p>School Calendar</p>	
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