



St Blasius Church of England Academy Equality Plan

We aim for the highest standards and our vision for each child is for them to...

**'Enjoy and achieve in life in all its fullness, following in the footsteps of Jesus'**

**'For nothing will be impossible with God' Luke 1:37**

Target	Strategies	Who	Impact
To promote cultural understanding and awareness of different religious beliefs.	<ul style="list-style-type: none"> <li>• To ensure British values are promoted within the academy</li> <li>• To ensure The Academy's values permeate through all areas of the curriculum and academy life</li> <li>• To ensure that The Academy's rules promote respect of each other.</li> </ul>	Principal	
To promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs and disadvantaged children.	<ul style="list-style-type: none"> <li>• To increase the range of after school clubs that are on offer</li> <li>• To reduce the cost for specific groups of children- through accessing additional funding</li> <li>• To promote and diversify leadership opportunities within the academy</li> </ul>	Principal/ All	
To close gaps in attainment and achievement between students and all groups of students; especially boys and girls, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from different heritage groups.	<ul style="list-style-type: none"> <li>• To effectively use PP funding to support the children to access the curriculum and add value to their academic success.</li> <li>• To ensure a strategic review of childrens progress is in place at specific timings of the year.</li> <li>• To assess barriers to engagement and review the impact.</li> </ul>	Principal and Safeguar ding team	
To further improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.	<ul style="list-style-type: none"> <li>• To create a graduated response to support of children with disabilities</li> <li>• To create and a resources provision to increase SEND pedagogy</li> <li>• To embed specific SEND pedagogy into classrooms to help support children access the curriculum</li> <li>• To ensure all children are able to access episodic learning, places within our curriculum</li> </ul>	Principal	

To reduce the incidence of the use of homophobic, sexist and racist language by students in the school.

- To develop the pupils ability to protect themselves and other from bullying.
- Promote the childrens' uniqueness.
- To embed and use restorative practice.
- Clear anti-bullying policy preventing homophobic, by-phobic, trans-phobic behaviour and language.
- That all member of the academy community know and understand processes and policies.
- That governors are taking responsibility and evaluating the effectiveness of anti-bullying strategies
- All staff are trained and understand how to recognise how to challenge all types of bullying.

All