

Birkenhead High School Academy: Equality Objectives 2019-2021

The Equality Act 2010 requires schools to publish specific and measureable equality objectives. At BHSA our equality objectives are based on our analysis of data and other evidence. 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.

Aim	Action	Who	Timescale	Resources	Impact
To monitor and promote the involvement of all pupils in the school enrichment programme	<p>Provide a programme of extra-curricular activities twice a year.</p> <p>Monitor levels of attendance at extracurricular events/clubs by pupil group</p> <p>Promote to specific pupils through parental discussion</p>	All teaching staff SLT lead: GS	July 2020	Sims activity training Cost of materials for enrichment	<p>Increased number of students attending lunchtime enrichment sessions</p> <p>All pupil groups have equal opportunities to access clubs and activities regularly</p>
To close gaps in attainment and progress between all groups of pupils but with a particular focus on disadvantaged, SEND and CLA students	Termly pupil progress meetings to track and target discussion and provision for specific pupil groups	All teaching staff SLT lead: CM	Termly	Sisra analytics	All class teachers are aware of the children in groups that require targeted provision
Promote further the understanding and respect for differences	<p>Use assemblies as an opportunity to celebrate festivals for a range of cultures and countries.</p> <p>Use events such as the World Cup, Olympics, WW1 Centenary as an opportunity to explore other cultures.</p>	All teaching staff SLT lead: JCE PSHE coordinator: DC	Autumn 2020	<p>As required to support development of the curriculum.</p> <p>PSHE budget for KS4 drop down days</p> <p>Purchase of The Day to develop resources for Open up my world sessions</p>	<p>All stakeholders have an increased understanding and respect for differences</p> <p>The school ethos and curriculum promotes respect for differences within the school community</p> <p>Issues are covered through lessons, assemblies and staff training</p>

	Develop opportunities to raise awareness and acceptance around gender identity				
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