

## Heron Hall Academy: School focussed equalities objectives

<b>Objective 1</b>	
To ensure our provision for high complex needs children continues to develop to meet the level of need as reasonably possible.	<ul style="list-style-type: none"> <li>- Work with SEND schools to review provision and seek advice.</li> <li>- Collaborate with parents and SEND agencies to assess the compatibility of the setting.</li> </ul>
<b>Objective 2</b>	
To eliminate discrimination and other conduct prohibited by the equalities act.	<ul style="list-style-type: none"> <li>- Our STRIVE values develop student character and promote respect and tolerance.</li> <li>- The weekly student bulletin SMSC theme of the week highlights the key themes of British values and equality.</li> <li>- Timetabled PSHE lessons and assemblies focus on different types of relationships and sexuality with an emphasis on respect for personal choice and people's sexual orientation.</li> <li>- At the PTA coffee mornings, run focused workshops for parents and carers on the relevant aspects of PSHE curriculum that addresses relationships, stereotypes, prejudice, racism and society.</li> <li>- Continue to deliver a curriculum that embrace the British values.</li> </ul>
<b>Objective 3</b>	
To continue to raise the achievement of disadvantaged and SEND pupils.	<ul style="list-style-type: none"> <li>- Middle leaders will carry out action research with a focus on adaptive teaching and learning.</li> <li>- Regular subject progress data analysis of PP and SEND students.</li> <li>- Observe and monitor the provision for PP and SEND children in the school with a focus on adaptive teaching and learning.</li> <li>- Continue with SEND training for all staff.</li> </ul>
<b>Objective 4</b>	
To further improve the engagement of the Turkish, Somalian and African Caribbean communities within school life	<ul style="list-style-type: none"> <li>- Identify key members of the different communities and explain the importance of partnership working within the school. Empower these key members to rally their community.</li> <li>- Encourage male members of the different community groups to take up roles within the school PTA by offering activities specifically for boys and their male family members.</li> <li>- Collaborate with the outreach team to reach the targeted community and take part in the planned Trust programme of support (SHARE/ESOL/Families Connect etc).</li> </ul>