

## Equality objectives review 2024-2025

At Archbishop Cranmer C of E Academy, we aim to ensure that all pupils and members of staff are provided with opportunities to fulfil their potential regardless of their sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability, or religious belief.

Our Academy seeks to ensure that no member of the school community, or any person through their contact with the school, receives less favourable treatment on any grounds which cannot be shown to be justified. These principles apply to all members of the extended school community – pupils, staff, governors, parents, and community members.

### Vision and Principles

Through our school ethos, curriculum, and community links, we work towards:

- A common vision
- A sense of belonging for all
- Similar life opportunities for all
- Strong and positive relationships between different communities

Please also see our [Equality Policy].

### Objectives and Plans

Objective:	To achieve this objective we plan to:
<p><b>1. Ensure all children make at least 'good' academic progress and narrow the gaps in attainment between groups of pupils.</b></p>	<ul style="list-style-type: none"> <li>• Rigorous monitoring of all groups of pupils.</li> <li>• Quick identification of emerging gaps to ensure keep up, not catch-up.</li> <li>• Provision in place to address any differences in progress or attainment, evidenced on our PLE (Potential Lines of Enquiry).</li> <li>• Progress and attainment are targets for all teachers and HT performance management</li> </ul>
<p><b>Impact:</b></p> <ul style="list-style-type: none"> <li>• <i>Conducted several subject 'deep dives' alongside our CEO to evaluate teaching and learning quality.</i></li> <li>• <i>Feedback from the CEO informs our Governors and feeds into our school development plan.</i></li> <li>• <i>We had an Ofsted inspection last academic year and were rated outstanding in all areas, including pupil outcomes.</i></li> <li>• <i>Our data for the end of the year 2024 places us in at least the top 20th percentile nationally.</i></li> <li>• <i>End-of-year information, including performance data from ASP and FFT, is analyzed by the school leadership team and shared with the governing body.</i></li> </ul>	
<p><b>2. Promote the issues of equality and diversity as a key part of spiritual, moral, social, and cultural development.</b></p>	<ul style="list-style-type: none"> <li>• Monitor pupil groups' involvement in all enrichment activities.</li> <li>• Address any under-representation of groups through measures such as funding and personal invitations.</li> <li>• Follow the ASPIRE Ethos Model of Profound Personal Development.</li> <li>• Use the Nottinghamshire Agreed Syllabus and Understanding Christianity.</li> </ul>

	<ul style="list-style-type: none"> <li>• Plan visits to important buildings within different faith communities and incorporate 'important issues of our time' into our Active Plans.</li> <li>• Organise enrichment days with visitors from different faiths and cultures.</li> <li>• Create an SMSC document alongside each topic plan to show how we incorporate SMSC opportunities across the curriculum</li> </ul>
<p><b>Impact:</b> <i>Expanded programme of enrichment activities with a strengths and weaknesses end of year report identifying that 97% of children engaged with our culture of opportunity. Demonstrated pupils' involvement in our Culture of Opportunity, as shown on our website's SMSC section</i></p>	
<p><b>4. Improve the participation and engagement of different groups of parents and communities.</b></p>	<ul style="list-style-type: none"> <li>• Develop the role of structured conversations with parents. See how we liaise with our community <a href="#">here</a>.</li> <li>• Increase the number of opportunities for parents to be in school – training, shared learning, celebration assemblies, come dine with us, festivals &amp; performances.</li> <li>• We hold some pupil-led services in school to ensure comfort for parents not from a faith background.</li> <li>• liaise with our local church to develop ways for community cohesion – this is also a <a href="#">page on our website</a>.</li> </ul>
<p><b>Impact</b>  <i>Following parent feedback we have enabled more opportunities for parents to get involved in school: enhanced communication pathways, regular open mornings and parent forums have received favourable reviews. <a href="#">See questionnaire responses</a>.</i></p>	
<p><b>5. Ensure all school staff are alert to identifying where a pupil or family might be experiencing disadvantage.</b></p>	<ul style="list-style-type: none"> <li>• Make discussions about disadvantaged pupils a priority agenda item in weekly staff meetings.</li> <li>• Train all staff, including midday supervisors and support staff, on using logging concerns sheets and cpoms</li> <li>• Maintain open lines of communication within the school</li> </ul>
<p><b>Impact</b>  <i>We have been able to support more disadvantaged families: we support the local food and toiletries bank hub; We use our newsletter and other forms of communication to signpost families to services and support. We have seen an increase in our % of disadvantaged pupils.</i></p>	
<p><b>Conclusion</b>  Our ongoing commitment to equality and inclusion ensures that we continue to provide a supportive and enriching environment for all members of our school community. We will continue to review and adapt our objectives to meet the evolving needs of our pupils, staff, and broader community</p>	