

### Action Plan 2022-2023 with actions reviewed

Equality Objectives	Action	Action in place by when?	Impact - Review July 2023
<p>1. Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our academy community.</p>	<ul style="list-style-type: none"> <li>• Ensure the curriculum develops blocked and themed work across the topic</li> <li>• Provide Themed Days that address local, national and international culture and events</li> <li>• Appoint an academy council which will be responsible for fundraising, charity events and out of school representation</li> </ul>	<p>Ongoing – all staff involved in delivering a rich curriculum</p>	<p>The curriculum has been developed to focus around key texts and important people. The curriculum provides skills that are considered necessary as they move into adulthood. There are numerous visits and themed days that enable the children to experience other cultures. Academy Council have worked on sustainability projects.</p>
<p>2. Monitoring and promotion of the involvement of all groups of students in the extra-curricular life of the academy, including leadership opportunities, especially students with special educational needs and disabilities.</p>	<ul style="list-style-type: none"> <li>• Provide a diverse range of extra-curricular sports clubs</li> <li>• Monitor involvement in extra-curricular sports clubs</li> <li>• Target non-involvement in extra-curricular sports clubs by providing a broad range of sports and tracking inclusion</li> </ul>	<p>Review termly by PE leader</p>	<p>There are numerous opportunities for all groups of children to be involved in a variety of sporting events as part of the curriculum. This includes rugby, dancing . A range of extra curricular sporting clubs are offered in a variety of sports such as archery, rugby and football.</p>
<p>3. Actively close gaps in attainment and achievement between students and groups of students especially students</p>	<ul style="list-style-type: none"> <li>• Continue to develop whole school provision mapping, work sample scrutiny and tracking for SEND</li> </ul>	<p>Ongoing – see pupil premium plans</p>	<p>The attainment of children is rigorously monitored through weekly/fortnightly pupil progress meetings. Individuals and groups of children are</p>

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<p>eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.</p>	<ul style="list-style-type: none"> <li>• Continue to conduct weekly/fortnightly progress meetings</li> <li>• Provide intervention for targeted groups or individuals</li> </ul>		<p>monitored, underachievement is highlighted and interventions take place. Both teachers and subject leaders are fully aware of the lowest 20% in all areas of the curriculum and swiftly put actions in place to help these children catch up.</p>
<p>4. Consider accessibility arrangements across the school for students; staff and visitors with disabilities, including access to specialist teaching areas.</p>	<ul style="list-style-type: none"> <li>• Consider accessibility when planning educational visits or workshops</li> <li>• Consider alternative arrangements to ensure inclusion in all aspects of school life and extra-curricular events</li> </ul>	<p>Ongoing- Head of Academy</p>	<p>Accessibility is taken into account when planning school events Children/staff/visitors with physical impairment have alternative arrangements made to ensure fair access.</p> <p>Children with mobility needs are issued with PEEPs to ensure that in the case of an emergency their mobility needs are met.</p>
<p>5. Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.</p>	<ul style="list-style-type: none"> <li>• Ensure all appointments are made under the public sectors equality duty</li> </ul>	<p>Ongoing</p>	<p>All appointments are made under the public sectors equality duty.</p> <p>All members of the senior leadership team are Safer recruitment trained.</p>



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<p>6. Reduce the incidence of the use of homophobic, sexist and racist language by students in the academy.</p>	<ul style="list-style-type: none"> <li>• Develop a theme of diversity, tolerance and inclusion across school through the SMSC curriculum, themed days, RE and SRE</li> <li>• Ensure consistent use of the reward and consequence behaviour management policy</li> <li>• Ensure accurate recording of all behaviour incidents</li> </ul>	<p>Ongoing</p>	<p>A thorough RE curriculum covers the areas of diversity, tolerance and inclusion . This is further supported by the RSE curriculum . The behaviour policy focuses upon 'Good to be Green' and celebrates good behaviour. Assemblies are mapped out for the full year; British values, Inclusion, diversity and equality are all covered in assemblies.</p>
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