

## Pheasant Bank Academy Equality Objectives 2025-2026

The protected characteristics referred to in the Equality and Diversity Objectives are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

Objective 1	Key actions	Timeframe	Responsible
Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups, through a broad and balanced curriculum and effective PSHE delivery.	<ul style="list-style-type: none"> <li>• Implement Jigsaw PSHE/RSE scheme across the school, including whole school assemblies.</li> <li>• Continue to develop the scope and impact of the RE scheme and associated activities.</li> <li>• Develop, through the SMSC calendar, a wider range of visits to other cultural places.</li> <li>• Explore and experience different religious celebrations and their significance.</li> <li>• Continue to teach British Values through assemblies and curriculum links.</li> </ul>	September 2025 – July 2026	H of A SLT Teachers AAB

<b>Objective 2</b>	<b>Key actions</b>	<b>Timeframe</b>	<b>Responsible</b>
To ensure that there is proportional representation of diverse groups, for example through literature and images.	<ul style="list-style-type: none"> <li>• Continue to celebrate diversity in temporary and permanent displays.</li> <li>• Develop the breath of diversity in reading books, both fiction and non-fiction.</li> <li>• Celebrate diverse international events.</li> </ul>	September 2025 – July 2026	H of A SLT Reading leaders
<b>Objective 3</b>	<b>Key actions</b>	<b>Timeframe</b>	<b>Responsible</b>
Ensure that access to a broad and balanced curriculum is considered in terms of visible and invisible barriers, especially for students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.	<ul style="list-style-type: none"> <li>• Ensure all pupils are included in full curriculum.</li> <li>• Only short interventions (time or period) are used, to ensure access to all subjects – this is for all pupils.</li> <li>• Provide additional resources to support children to access the curriculum.</li> <li>• Differentiate learning as appropriate.</li> <li>• Ensure all pupils are supported to attend all trips.</li> <li>•</li> </ul>	September 2025 – July 2026	H of A SLT Subject leaders/ Teachers AAB
<b>Objective 4</b>	<b>Key actions</b>	<b>Timeframe</b>	<b>Responsible</b>
Monitoring and promotion of the involvement of all groups of pupils in the extra-curricular life of the academy, including leadership opportunities, especially pupils with special educational needs and disabilities.	<ul style="list-style-type: none"> <li>• Encourage different groups to participate in after-school clubs.</li> <li>• Encourage diverse representation on school panels e.g. playleaders, school council, etc.</li> <li>• Through monitoring, identify and encourage participation from any groups identified as underrepresented in trips and extra-curricular activities (SEN / Disadvantaged etc)</li> </ul>	September 2025 – July 2026	SLT Attendance officer
<b>Objective 5</b>	<b>Key actions</b>	<b>Timeframe</b>	<b>Responsible</b>
Actively close gaps in attainment and achievement between students and groups of students especially students eligible for free-school meals, students with special educational needs and disabilities,	<ul style="list-style-type: none"> <li>• Quality First Teaching uses to support all pupils.</li> <li>• Use PP and SEN funding to provide interventions.</li> <li>• Use catch up funds to support attainment gaps.</li> <li>• Use RAG meetings to monitor progress and support new strategies.</li> <li>• Uses funds to support additional resourcing and resources to aide progression.</li> </ul>	September 2025 – July 2026	H of A SLT Teachers AAB

looked after children and students from minority ethnic groups.			
<b>Objective 6</b>	<b>Key actions</b>	<b>Timeframe</b>	<b>Responsible</b>
To actively support the inclusion, attainment and well-being of our growth refugee community.	<ul style="list-style-type: none"> <li>• Uses funds to support additional resourcing and resources to aid progression.</li> <li>• Use curriculum (Including British Values) opportunities to develop understanding and inclusion of pupils in all areas of school and community life.</li> </ul>	September 2025 – July 2026	H of A SLT Teachers AAB
<b>Objective 7</b>	<b>Key actions</b>	<b>Timeframe</b>	<b>Responsible</b>
To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act.	<ul style="list-style-type: none"> <li>• Implement Jigsaw PSHE scheme across the school, including whole school assemblies to develop SMSC breadth and understanding, especially around inclusion.</li> <li>• Embedded British Values through our PSHE, assemblies, wider curriculum and ASPIRE ethos.</li> <li>• Reinforce the school rules and ethos use this in every-day language in school.</li> <li>• Continue to develop nurturing culture, where children feel safe to talk about their feelings, but implementing Thrive, Worry Boxes (not exhaustive)</li> <li>• Use well-being questionnaire to gauge well-being.</li> <li>• Implement the updated school Behaviour Policy around bullying conducted in and outside of school (as per the policy).</li> </ul>	September 2025 – July 2026	H of A SLT Teachers AAB
<b>Objective 8</b>	<b>Key actions</b>	<b>Timeframe</b>	<b>Responsible</b>
To promote the attendance and punctuality of vulnerable groups, with strategies being implemented to support a reduction in persistent absenteeism.	<ul style="list-style-type: none"> <li>• Use Attendance Officer and EWO to track and implement strategies to support attendance.</li> <li>• Work closely with parents from an early stage if attendance is an issue to ensure school is accessible to pupils and parents.</li> <li>• Celebrate positive attendance on a weekly basis.</li> </ul>	September 2025 – July 2026	H of A SLT Teachers AAB

Objective 9	Key actions	Timeframe	Responsible
To communicate our commitment to equality and diversity with the wider community e.g. parents, PTA, AAB and other groups, to seek their support enhance the impact.	<ul style="list-style-type: none"> <li>• Communicate our policies and intentions with the AAB and parents.</li> <li>• Include parents in inclusive events.</li> <li>• Share learning with parents through school communications avenues.</li> <li>• Expect high standards from all adults.</li> </ul>	September 2025 - July 2026	H of A SLT Teachers AAB

**Agreed – September 2025**

**Review – September 2026**