

Heron Hall Academy: School focussed equality objectives

Objective 1	
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"> - Work with SEND schools to review provision and seek advice. - Collaborate with parents and SEND agencies to assess the compatibility of the setting.
Objective 2	
To eliminate discrimination and other conduct prohibited by the equalities act.	<ul style="list-style-type: none"> - Our STRIVE values develop student character and promote respect and tolerance. - The weekly student bulletin SMSC theme of the week highlights the key themes of British values and equality. - 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. - 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. - Continue to deliver a curriculum that embrace the British values.
Objective 3	
To continue to raise the achievement of disadvantaged and SEND pupils.	<ul style="list-style-type: none"> - Middle leaders will carry out action research with a focus on adaptive teaching and learning. - Regular subject progress data analysis of PP and SEND students. - Observe and monitor the provision for PP and SEND children in the school with a focus on adaptive teaching and learning. - Continue with SEND training for all staff.
Objective 4	
To further improve the engagement of the Turkish, Somalian and African Caribbean communities within school life	<ul style="list-style-type: none"> - 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. - 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. - 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).