

Equality Plan and Objectives



School:	Campton Academy
Principal:	Sarah Fraher
Link Governor (if appointed):	
Date published:	September 2023
Review date:	September 2025

Objective 1: [state objective] *Improve the attainment of boys' Literacy skills across the school*

Key Action(s)	Lead	Target Date	Review / Outcome / End of cycle impact assessment
- Track the attainment of boys reading and writing throughout the school	Class teachers Curriculum Lead	June 2023	
- Provide effective interventions to support boys to make the expected or better progress	Class teachers	Ongoing	
- Identify key areas that are impacting boys progress in reading and writing and address these via quality first teaching	Class teacher	Ongoing	
- Review and update planning / resources with boys engagement in mind	Class teachers Curriculum Lead	Ongoing	

Objective 2: Ensure the ethos of school and its curriculum offer promotes respect and acceptance of differences

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
- Acceptance to be added to the Academy's values and explicitly taught as part of PSCE and RE curriculums.	Subject leaders	End of Autumn term	
- Staff to model the behaviours expected and to highlight examples in the children's behaviours. A particular focus is to be placed on playtime behaviour	All staff	ongoing	
- R.E curriculum to explicitly teach acceptance when learning about different cultures and beliefs.	Class teachers Subject leader	End of each term	
- Subject leaders to review and adapt their curriculums to ensure opportunities to promote and celebrate diversity are planned	Class teachers Subject leaders	End of each term	

Objective 3: Encourage all parents to participate in school activities

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
- Speak to parents to identify potential barriers to attending school events, discuss how these can be overcome.	Pastoral Lead Governors	Ongoing	
- Promote events in different ways – newsletters, seesaw, posters, parentmail to reach as many parents as possible.	Principal, office manager, teachers	Termly	

<ul style="list-style-type: none"> - Hold a variety of events at different points in the year / times of the day to enable different groups of parents to attend - Include opportunities to see their child's work as part of visits. 			
Objective 4: Purchase resources and provide experiences that promote and celebrate equality and diversity			
Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
<ul style="list-style-type: none"> - Children exposed to resources which depict a wide variety of children, families, religions and beliefs. 	Class teachers	Ongoing	
<ul style="list-style-type: none"> - Encourage attendance on faith tours and visits from groups not usually present in the school's intake. 	Principal	End of academic year	