



Anker Valley Primary Academy Equality Objectives

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Anker Valley Primary Academy is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

At Anker Valley Primary Academy, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

These are kept under review and progress reported on.

2024-2028 objectives

1. Monitor and analyse pupil achievement across all groups of learners and act on any trends or patterns in the data that require additional support for pupils.
2. Further develop strategies to support all SEN learners to make accelerated progress in reading, writing and mathematics.
- 3.. Develop strategies to support personal development by encouraging regulation and supporting children to understand their emotions.
4. Further develop the curriculum to ensure children make good progress, by applying key skills of reading and writing across the curriculum.
5. To raise levels of attainment in core subjects for vulnerable learners. For further information please see Equality and Accessibility Plan
6. Review levels of parental and pupil engagement in learning and school life, across all activities to ensure equality and fairness in access and engagement.

For further information please see Accessibility Plan.