

**Sir Martin Frobisher Academy: Equality Objectives 2022-25**

Equality objectives	Rationale	Actions to be taken	Review (Summer 25)
<p>To ensure the school actively promotes and prioritises raising awareness, appreciation and celebration of diversity including: gender; sexuality, race and religion.</p>	<p>Pupils' views around diversity are currently very restricted. Whole-school approaches to raising awareness have, to date, been challenged and opposed.</p>	<p>New Leadership Team in post to rapidly improve all aspects of the school's provision. For detailed actions, see School Transformation Plan.</p>	
<p>To ensure equity in awareness and the means to tackle all forms of prejudice-based bullying, so that all forms of bullying are viewed as equally unacceptable, including further raising awareness and tackling homophobic and transphobic bullying.</p>	<p>Pupils are becoming more thoughtful, caring and say that bullying happens less frequently and that it is dealt with. They are clear that all forms of bullying and discrimination are wrong and will no longer be tolerated at the school. However, pupils are less clear about homophobic / racist bullying – although they fully support the principles of equality for all.</p>	<p>Consultation to take place re. introduction of Christopher Winter Project. Values Assemblies and PSHE curriculum, including RSHE and DAE – explicit identification of types of bullying. Pupil Voice and discussions. Work with 'Diversity Role Models' (workshops based on homophobia/racism).</p>	
<p>In meeting our statutory duty to implement the Prevent Agenda, to ensure that: Staff are trained and the school has clear systems to tackle possible extremism and radicalisation as part of our ongoing safeguarding procedures. Any stereotypes linked to extremism and radicalisation, such as associations with particular faiths, religious or ethnic groups, are fully challenged.</p>	<p>The Prevent duty is entirely consistent with all schools' and childcare providers' existing responsibilities. Ofsted's inspection framework makes specific reference to the need to have safeguarding arrangements to promote pupils' welfare and prevent radicalisation and extremism. The statutory guidance on the Prevent duty summarises the requirements on schools and childcare providers in terms of four general themes: risk assessment, working in partnership, staff training and IT policies.</p>	<p>Work and training with all staff: Staff awareness training: what do we know about our community? What are the risks (drilling down?). What assumptions and stereotypes might we need to avoid? Whole staff work on the importance of 'identity'. What does SMSC 'really' mean in the context of a great curriculum? How do we support pupils to understand all their identities are valued?</p>	