

## Enfield Heights Academy: School focussed equalities objectives

<b>Objective 1</b>	
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"> <li>- Work with SEND schools and external professionals to review provision and seek advice along with ongoing professional development.</li> <li>- Collaborate with parents and SEND agencies to assess the compatibility of the setting.</li> </ul>
<b>Objective 2</b>	
To eliminate discrimination and other conduct prohibited by the equalities act.	<ul style="list-style-type: none"> <li>- Run workshops for parents and carers on the PSHE curriculum that addresses all the protected characteristics and how the school promotes this in lessons to children.</li> <li>- Through assemblies and workshops emphasise personal choice and respect for peoples' sexual orientation.</li> <li>- Continue to deliver a curriculum that embrace the British values.</li> <li>- Embed the UNICEF Rights Respecting School Award across curriculum and within parent community</li> <li>- Embed ETIPSS strategies within school practice and parent community</li> <li>- Continue to deliver a curriculum that embraces British values and reflects the cultural diversity of the communities we serve.</li> </ul> <p>Continue to collate and analyse data linked to any incidents in school and put in place targeted restorative support if required.</p>
<b>Objective 3</b>	
To continue to raise the achievement of disadvantaged and SEND pupils.	<ul style="list-style-type: none"> <li>- Continue to carry out action research on the long term impact of targeted intervention for reading, writing and maths.</li> <li>- Carry out regular year group pupil progress meetings.</li> <li>- Observe and monitor the provision for PP and SEND children in the school with a focus on adaptive teaching and learning.</li> <li>- Continue with SEND training for all staff.</li> <li>- Embed ETIPSS strategies within the school practice and parent community</li> </ul>
<b>Objective 4</b>	
To further improve the engagement of our key ethnic communities within school life	<ul style="list-style-type: none"> <li>- Identify key members of targeted communities (including Turkish, Afghan, Albanian and minority European communities) to explain the importance of partnership working within the school. Empower these key members to develop community/parental partnership. Empower these key members to rally other members of their communities.</li> </ul>

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|  | <ul style="list-style-type: none"><li>- Arrange coffee mornings, with key members of the communities helping to lead these, and encourage targeted communities to participate more in school life.</li><li>- Arrange further workshops/coffee morning based on the needs of these communities.</li><li>- Encourage these communities to take up roles within the school such PTA, reading buddies, volunteering.</li></ul> <p>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).</p> |
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