



# Easton Royal Academy

## Equalities Objectives 2024 - 2025



Our 3 aims are:

1. Removing or minimising disadvantages suffered by people due to their protected characteristics.
2. Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
3. Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

*Next steps in improving equalities at Easton Royal Academy:*

1. Develop pupils' advocacy skills so that they can detect bias and challenge discrimination. Children will be able to demonstrate awareness and understanding of protected characteristics and give examples of news stories linked to advocacy and challenging discrimination.
2. Provide staff with training and development to increase awareness of the needs of different groups of pupils (to include training about use of language). Our equalities policy will now include specific appendices linked to disability, gender, religion & beliefs, race & heritage, sexuality and diverse families.
3. Enhance training and support for all staff, teaching and non-teaching, in dealing with incidents of discrimination, challenging bias and stereotyping and investigating in a rigorous way issues of conflict and disagreement between pupils.
4. Map formally the equalities provision across our curriculum.

