

## Ridgewood School Equality objectives

### Overall Target

To actively encourage positive attitudes towards those with protected characteristics (age, disability, gender or gender identity, marital or civil partnership status, pregnancy & maternity, race- colour, ethnicity- or national origin, religion & belief, sex or sexuality) and to meet their needs. We promote a culture of inclusion and diversity in which all members of the academy community feel proud of their identity and are able to participate fully in academy life.

### Intended Impact

Ridgewood School is fully inclusive and there is equality of opportunity for all.

Action	Success Criteria	Impact
To continue to actively promote positive attitudes towards others and awareness of equality and diversity	<ul style="list-style-type: none"> <li>Opportunities are embraced to enrich multi-cultural and multi-faith education</li> <li>British Values are promoted</li> <li>Issues of identity, equality, racism, rights and responsibilities are explored with the children</li> </ul>	Children treat others with dignity and respect and understand the effects of discrimination.
To continue to ensure equality of access for students, parents and visitors.	<ul style="list-style-type: none"> <li>All stakeholders have access to the school site (reasonable adjustments are made where necessary)</li> <li>Academy documentation is produced in an accessible format (where needed)</li> </ul>	Ridgewood School is accessible for all.
To continue to make all enrichment activities accessible (e.g. extracurricular activities and sporting events).	<ul style="list-style-type: none"> <li>All students participate in all activities across the curriculum (reasonable adjustments are made where necessary)</li> <li>SEND students are offered the opportunity to represent the academy</li> <li>SEND students attend all visits and residential</li> </ul>	All students' needs are met and all take as full a part as possible in the activities of the academy.
To continue to work well in partnership with all parents	<ul style="list-style-type: none"> <li>Positive relationships exist with all parents (including those with protected characteristics, single parents, vulnerable families, working parents and parents who are reluctant to engage)</li> <li>Parent feedback is sought, considered and acted upon as appropriate (e.g. meetings, surveys)</li> </ul>	All parents feel supported and included in the life of the academy and their children's learning.
To review sex & relationship teaching in light of the Equality Act	<ul style="list-style-type: none"> <li>Content of what is to be taught in SRE lessons is reviewed to ensure compliance with the Equality Act 2010</li> </ul>	The SRE policy is consistent with our Equality Policy.
To be more accountable for how well we are complying with the Equality Act 2010.	<ul style="list-style-type: none"> <li>The equality objectives are reviewed in the termly HT's report to the governors.</li> </ul>	To be more accountable for how well we are complying with the Equality Act 2010.

Date: December 2023

Review Date: December 2026