



Ilminster Avenue E-ACT Academy
Equality and Diversity objectives

2015-18

Equality objective	Impact
<p>1, Implement a whole school approach to PSHE to ensure all pupils have the opportunity to talk about their feelings and concerns in a safe space. The programme covers celebrating and embracing differences of the protected characteristics.</p>	<p>Jigsaw now embedded in all classes across the school with regular lessons and whole school assemblies to consolidate and share learning. Pupil voice has shown that pupils enjoy their sessions, particularly the opportunity to practise 'mindfulness' as a strategy for anxiety. Pupils also said that they knew who they could approach if they wanted to discuss concerns further.</p>
<p>2. To address pupil voice responses that showed they had a limited understanding of the importance of personal space and consent when it comes to touch.</p>	<p>All pupils engaged with a whole school assembly and follow up activities on this theme using recommended materials from the NSPCC (PANTS). Pupil voice following this demonstrated that children now understand what touch is acceptable and what is not and what they should do if they experience unwanted and inappropriate invasion of personal space.</p>

2018 – 2021

Equality objective	Impact
<p>1, Local incidents have shown that there are poor relationships between BME communities and those who are not both in school and in the wider community. We will work with external agencies to work in school and the wider communities to reduce the number of racist incidents</p>	
<p>2, Increase the number of SEND pupils attending after school clubs and activities by delivering opportunities specifically designed for these pupils.</p>	
<p>3, Following an increase in the number of pupils displaying gender dysphoria, we will ensure that the LGBTQ+ contributions are visible in the curriculum and in the school environment.</p>	