

Equality Plan and Objectives

School:	Robert Bloomfield Academy
Principal:	Mr John Linehan
Link Governor (if appointed):	
Date published:	22 nd May 2023
Review date:	22 nd May 2027 (or earlier, if required)

Objective 1: Ensure there are targeted opportunities for pupil leadership for students from different ethnic backgrounds

Key Action(s)	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Put together application pack for various roles within school e.g. playground leaders, lab assistants, librarians, PLT, house captains	EWB	July 2023 onwards	
Nominate form captains from each class – meet these pupils once every half term (pupil voice) including focussed discussions around equality, diversity & inclusion	SCY	Sept/Oct 2023	
Provide badges for each of these roles for pupils to wear	SCY	Ongoing	

Objective 2: Deliver high quality SMSC curriculum that promotes cultural diversity, raises awareness of major cultural and religious events and fosters tolerance and respect of others

Key Action(s)	Lead	Target Date	Review / Outcome / End of cycle impact assessment
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Ensure all departments have completed Curriculum Mapping links for E & D	SCY	Nov 2023	
Signpost HoDs to CPD training	SCY/MEY/EWH	July 2025	
Objective 3: Provide a range of broad educational opportunities through outside speakers, curriculum visits and wider experiences that raise awareness of different cultures			
Key Action(s)	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Audit of current curriculum visits/outside speakers/experiences	SCY/HoDs/ HoYs	End of Autumn 2023	
Arrange visits to places of worship RBA pupils e.g. Mandir, Gurdwara, Mosque, local churches; inviting faith speakers to school; other cultural experiences in/out of school	MWD	July 2024/5	
Objective 4: Continue to create a curriculum that is culturally and ethically diverse across all subject areas through a broader range of texts in English, cultures studied in Geography, perspectives of different ethnic groups at major historical events, etc.			
Key Action(s)	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Audit of current texts and schemes of work	LSN/SPT	End of Autumn 2023	
Select a culturally broader range of texts for DEAL	SCY/librarian	Autumn 2023	

Objective 5: Promote themed weeks throughout the academic year with a focus on different cultures which permeate through the school, including a focus in lessons, food in the canteen and celebration in assemblies

Key Action(s)	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Ensure assemblies tie in and focus on events and celebrations outlined in the calendar	HoY/FTs/ SCY/LDY	July 2024	
Have themed weeks e.g. focus on Spanish in MFL – opportunities for Spanish food in the canteen during that week	HoDs/EWH/ MEY	July 2024	

Objective 6: Embed an SMSC programme that is promoting equality, diversity and inclusion across the whole community and that is quality assured

Key Action(s)	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Produce calendar of events and celebrations	SCY	Sept 2023	
Ensure SMSC form time resources link with world events in the calendar	LDY/HoY	July 2024	
Ensure programme is being delivered by all tutors at the same time and support as necessary	LDY/HoYs	July 2024	