

Equality Plan and Objectives

School:	Robert Bloomfield Academy
Principal:	Mr John Linehan
Link Governor (if appointed):	
Date published:	September 2024
Review date:	September 2028 (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	
Nominate form captains from each class – meet these students once every half term (pupil voice) and develop their roles	SCY	Sept/Oct 2024		
Invite students to form Equality & Diversity group	SCY	Oct 24		
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	
Monitor form tutor times and year assemblies to quality assure SMSC	SCY / HoY	July 2025		
Signpost HoDs to CPD training	SCY / RSE	Dec 2024		

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	
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 / SPT / HoDs	July 2025		
Work closely with schools in the local area/external groups to support EDI	SCY	July 2025		
Compare EDI programmes with schools that have a different profile to RBA	SCY	July 2025		

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	
Look for opportunities in the curriculum that tie in and focus on events and celebrations outlined in the calendar	SCY / HoDs	July 2025		

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	
Continue to ensure assemblies tie in and focus on events and celebrations outlined in the calendar	HoY / MHN	July 2025		
Have themed weeks e.g. focus on Spanish in MFL – opportunities for Spanish food in the canteen during that week	HoDs / SCY	July 2025		