

## 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)

<b>Objective 1: Ensure there are targeted opportunities for pupil leadership for students from different ethnic backgrounds</b>			
<b>Key Action(s)</b>	<b>Lead</b>	<b>Target Date</b>	<b>Review / Outcome / End of cycle impact assessment</b>
Nominate form captains from each class – meet these students once every half term (pupil voice) and develop their roles	SCY	Sept/Oct 2024	<i>Students have been appointed. These students ‘voice’ ideas from their form and add these to the PLT suggestions box. JLN meets these students to discuss positives and areas of concern/development.</i>
Invite students to form Equality & Diversity group	SCY	Oct 24	<i>10 students appointed (i.e. all students that applied) – first meeting to be held on 7.11.24 to discuss objectives and aims. SWA have offered links with their student EDI group who have already delivered assemblies to our students as part of Black History Month.</i>

**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		<i>Assemblies are regularly monitored by SLT who are present in assemblies – content of assemblies has been made explicit using links to events on the whole school calendar e.g. world events or awareness days/weeks/months.</i>
Signpost HoDs to CPD training	SCY / RSE	Dec 2024		<i>Content on National College platform is limited – SCY to discuss options with RSE during Autumn 2 term.</i>

**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		<i>Initial conversation had with SPT – to follow up in Autumn 2.</i>
Work closely with schools in the local area/external groups to support EDI	SCY	July 2025		<i>Working with Shefford Lower and SWA. RBA students have attended 2 Cultural Heritage workshops for KS2 and KS3. Students from Year 13 delivered assemblies around the theme of ‘Reclaiming Narratives’ as part of Black History Month. LSN to take reading ambassadors to read with younger students at Shefford Lower.</i>
Compare EDI programmes with schools that have a different profile to RBA in our local area	SCY	July 2025		<i>Objective modified as it is more beneficial to develop links and work closely with our main feeder schools.</i>

**Objective 4: Continue to create a curriculum that is culturally and ethnically 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		<i>Explicit links have been made on the whole school calendar – separate EDI tab outlining events and which departments are to celebrate/promote/highlight these. Calendar events feature as a standing agenda item on HoDs line management meetings.</i>

**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		<i>This is ongoing and staff have been highlighting events as outlined on the whole school calendar.</i>
Have themed weeks e.g. focus on Spanish in MFL – opportunities for Spanish food in the canteen during that week	HoDs / SCY	July 2025		<i>SCY to discuss with canteen staff.</i>