



Emneth Academy

Emneth Academy Equality Statement

Emneth Academy is subject to the [Eastern Multi-Academy Trust Equalities](#) policy which details the legal framework, academy specific responsibilities and guiding principles to ensure all forms of discrimination are eliminated.

How the Academy Advances Equality of Opportunity

The Academy undertakes the following actions to support equality of opportunity:

- Curriculum access for all children including differentiation and reasonable adjustment to ensure fair access for all
- Mentors
- Interventions to accelerate learning
- Tracking of attainment and progress to rapidly identify pupils requiring immediate support
- Access to wider sport opportunities for all children
- Provision of Thrive practitioner to provide mental health support
- Attendance officer to support all parents with school attendance, including attendance panels to provide immediate help to parents whose children have high rates of absence
- Implementation of equal opportunity through staff and employment policies
- Provision of extra Teaching Assistants through Pupil Premium and SEND funding
- School council/pupil voice input into decision making
- Staff training made accessible for all staff members
- Care plans to ensure full participation in school activities
- Risk assessments and reasonable adjustments to ensure all pupils can access external trips
- Statutory assessments including use of access arrangements for applicable pupils

Emneth Academy

Hollycroft Road, Emneth, Wisbech, Cambs, PE14 8AY

Tel: 01945 583885

Email: office@ema.eastern-mat.co.uk

Website: emnethacademy.co.uk



Eastern Multi-Academy Trust

Empower - Motivate - Aspire - Transform

Emneth Academy Equality Objectives

<i>statutory duty/equality legislation the planned action is meeting:</i> <i>R = Race, D = Disability, G = Gender, SO = Sexual Orientation, A = Age, R/B = Religion or Belief CC = Community Cohesion</i>							Planned Outcome	Planned Actions	Timescale	To Be Actioned By	Monitored by
R	D	G	SO	A	R/B	CC					
✓	✓	✓	✓	✓	✓	✓	All pupils to make at least expected progress, including pupil premium, disadvantaged and SEND pupils.	All teachers complete full data analysis, including attainment and progress of minority groups.	Ongoing	Teachers	Key Stage Leaders and Principal
✓	✓	✓	✓	✓	✓	✓	Attainment in reading, writing and maths above age related expectations at least in line with national averages.	Data tracking. Monitoring focus.	Ongoing	Teachers	Subject Leaders and Principal
✓	✓	✓	✓	✓	✓	✓	Attendance at least in line with national average.	Newsletter updates. Attendance officer post to be established. Attendance rewards: weekly and termly. Letters home and parental meetings.	Ongoing	Attendance Officer	Principal

Policy Written By: Barney Rimmer

Policy to be reviewed: June 2021