

COLERIDGE COMMUNITY COLLEGE EQUALITY OBJECTIVES

Equality Objective 1 – Curriculum 24 - 27

To ensure our curriculum reflects the diversity of our school and the UK and that all groups are represented, feel seen and can excel within our curriculum

We will complete this by (Date): Review completed by July 2025, and ongoing updates to curriculum and resources

Why we have chosen this objective:

It is important that students gain powerful knowledge about different groups of people and understand how the characteristics of these groups may affect their understanding of the world and their place within it.

It is also vitally important that all students can identify themselves within the curriculum and feel seen.

To achieve this objective, we plan to:

- Heads of Department to complete curriculum audit to ensure inclusivity
- Ensure resources used do not unconsciously discriminate – where this is identified, ensure teachers are trained on how to identify and rectify this
- Where resources are used as part of the curriculum looking at discrimination (History, PSHE, RS, English) ensure staff are trained on how to tackle these topics sensitively and appropriately
- Attend training delivered by UL and subject advisors on diversity and inclusivity in the curriculum
- Complete student voice to gain feedback on how different groups are being represented in the curriculum
- Inclusive lessons are planned to scaffold and support all students in the classroom, with high expectation of all

Progress we are making towards achieving this objective:

- RSE/PSHE Curriculum in place and taught discretely in KS3
- Curriculum review completed by UL and new resources provided have been created considering diversity as part of planning
- Training provided by UL on diversity in the curriculum
- Inclusive teaching approach training for all staff to ensure we are not lowering our expectations of different groups of students
- All students are offered a broad and balanced curriculum

Equality Objective 2 – Protected Characteristics 24 - 27

To ensure that all stakeholders are fully educated and respectful of stakeholders Protected Characteristics. Ensure representation and recognition from all backgrounds is evidence in all pastoral/personal development planning and promoted evenly across the school.

We will complete this by (Date): July 2025 (and ongoing)

Why we have chosen this objective:
We want to ensure our school reflects our community and the world around us. We need to review the pastoral curriculum , including our resources, to ensure they are representative and recognise all backgrounds. Ensure we promote and celebrate key events and themes across the year.

To achieve this objective we plan to:
Assemblies planned throughout the year to celebrate key events Pastoral leads to strategically review resources and establish a system to ensure future resources are representative and don't have negative stereotyping To work with external agencies, including PSHE Association, for quality assurance and review on the pastoral/personal development resources Seek feedback from parents, students and staff to ensure all Protected Characteristics are respected & represented Regular information sharing with all stakeholders

Progress we are making towards achieving this objective:
Culture Day- Feb 2024 Two culture days planned for 2024/25 calendar

Equality Objective 3 – Culture of Inclusion 24-27

To explicitly build an inclusive culture at the school in line with our vision (for example by training staff on dealing with prejudice related bullying; achieving the anti-racism award and LGBTQ+ community award for students; knowing and understanding our community and translation of documents and any other relevant awards.)

We will complete this by (Date): July 2027

Why we have chosen this objective:
At Coleridge, our ambition is that we will be a great school in everything we do. Central to this are our core Values of Ambition, Caring, Integrity & Contribute. Within our Caring value we explicitly state our commitment to creating and valuing a culture of inclusion through the following: <ul style="list-style-type: none">• Inclusion, by valuing, understanding and celebrating our differences• Kindness, to ourselves and towards others Respect , for ourselves, our peers, our school environment and our community, in all that we say and do .

To achieve this objective we plan to:
<ul style="list-style-type: none">• Ensure inclusion a part of our PSHE and Personal Development curriculum• Audit our curriculum to ensure it is representative of all students at Coleridge• Celebrating the different cultures that make up our community through annual ‘My Culture Week’ and Culture Day celebrations• Using Student Voice within the school to measure impact of our work on inclusion and support the identification of areas for development• Through our assembly programme, reference and celebrate the Coleridge community and the different groups represented within it (i.e. Black History Month, LGBTQ History Month, Pride Month, International Women’s Day, Ramadan, Holocaust Memorial Day etc.• Ensure our Personal Development Curriculum (including Enrichment) is open to all students and is tracked for participation across groups• Launch ‘Pupil Charter’ to ensure all students have equal access to meaningful culture development through their time at Coleridge• Accessible Student Welfare team to ensure any prejudice related incidents are raised and dealt with in a timely and appropriate manner• Register for external awards, where appropriate, that demonstrate our commitment to inclusion in all we do• Rewards system linked to our values to capture and celebrate inclusive behaviour across our school.

- Regular staff training
- Explore opportunities to engage with our wider community i.e. Iftar during Ramadan etc.

Progress we are making towards achieving this objective:

Achievement of Rainbow Flag in May 2023

Personal Development Calendar linked to significant events / celebrations etc. For all cultures represented within Coleridge (including assemblies)

Culture Day celebration - February 2024

Establishing a student welfare team to ensure reports of prejudice behaviour are dealt with

Student Leadership / Voice structures set up within the school (May 2024)