



## Equality Objectives

### Objective 1 Promote Leadership and Student Voice

**Childwall Sports and Science Academy welcomes diversity, and everyone should have a chance to lead and take part- no matter their background, identity or ability. This includes our voices being heard to make our school the best it can be.**

#### Actions

- Re-elect student council, though a full application and election process
- Introduce "A You said We Did from" 2025 student voice campaign
- Provide leadership training for all student through PE lessons (all students to lead within lessons across this year)
- Use Childwall Experiences to improve leadership opportunities
- Conduct a whole school student voice both face to face and virtually (Oxwell Survey) compare data to national.

### Objective 2 Narrow Attainment gaps across key groups

**We all learn differently at Childwall Sports and Science Academy, and we should all be supported to do well. This is through teachers' effective adaptive teaching strategies, making sure we achieve our best outcomes both academically and personally.**

#### Actions

- Targeted intervention programmes (Lexonik, EAL intervention programmes, period 6, tutoring, careers programme, OSSME, ADHD Foundation)
- Embed inclusive teaching strategies
- Childwall Experiences Programme
- Student Leadership Programmes

### Objective 3 Foster a Culture of Respect, Belonging and Safety

**Create a school environment where we all feel safe, respected and able to express our identity**

#### Actions



- Create a Respect Charter to be displayed in all classrooms
- Delivery termly messages on all aspects on the Protected Characteristics
- Create a display on Protected Characteristics
- Celebrate diversity regularly (Black History month, LGBTQ+ History Month, International Women’s Day)
- Whole school student voice face to face)
- Oxwell Survey online
- WIOS with a focus of Respect
- Introduce a peer led programme where children can report discrimination

**Objective 4 Improve staff Awareness and Inclusive Practice**

**Ensuring we feel included and safe within school. We all have a part to play in making the school fair, kind and welcoming**

**Actions**

- Anthony Walker Foundation training for year 8 students
- Anthony Walker Foundation training for all staff
- Identify and train new Anthony Walker Ambassadors in year 8.
- Student led curriculum review to reflect the diversity of the school
- Personal Development Programme to revisit protected characteristics throughout the year
- Student voice to assess student perception of safety both face to face and virtual

**Objective 5 Advance Equity in Curriculum and Representation**

**Ensuring that what we learn reflects our histories, voices and experiences, and seeing ourselves represented positively in what we learn.**

**Actions**

- Anthony Walker Ambassadors to meet with curriculum leads to discuss the curriculum and how it reflects our school community
- Work with Anthony Walker Foundation to support with the diversity of the curriculum
- Faculty leads to actively source experiences, subject content and good practice that enables to students to see positive presentation in what they learn
- School to actively recruit and retain a diverse workforce that reflects school community



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