

Statement of objectives for Morecambe Bay Academy

| Objective | Actions | Success criteria | Time Scale | Monitoring process | Who |
|---|---|--|---|---|-----------|
| To achieve a better understanding of the overseas qualifications of candidates for appointment. | <ul style="list-style-type: none"> • To ensure colleagues involved in recruitment have a clear understanding of possible overseas qualifications and how this fulfils the Academy's obligations for offering posts where a certain standard of education is required e.g. teaching positions. • To ensure safer recruitment training is in place for all relevant staff. | <ul style="list-style-type: none"> • Overseas staff applying have an equal opportunity of successfully applying for positions at the school. | Immediately and ongoing | <ul style="list-style-type: none"> • By Principal (recruitment) • Mrs C Marney: SCR checks • Reported to AIB | Principal |
| To work to close the gap in attainment for those pupils with protected characteristics. | <ul style="list-style-type: none"> • To review attainment regularly • To implement intervention as appropriate • To use Pupil Premium funding to support the attainment of pupils with protected characteristics as appropriate. | <ul style="list-style-type: none"> • To close the gap in attainment to levels which are less than the national gap. | Immediately. As each year group has different pupil characteristics this is an on-going target | <ul style="list-style-type: none"> • By Principal • By AIB • By relevant Attainment Lead • Reported to relevant Trust sub-committee | Principal |
| To maintain the low incidence rate of inappropriate language and behaviour. e.g. homophobic, racist, sexist, etc. | <ul style="list-style-type: none"> • Target opportunities to tackle this issue explicitly in worship and year team assemblies and in tutor time. • Take curriculum opportunities to reinforce the message in related topics, e.g. the Holocaust in History, English, Life and Enrichment Curriculum. • Incorporate explicit reference to this issue in sanction systems. • Record all incidents on Synergy | <ul style="list-style-type: none"> • Inappropriate and prejudicial language viewed as unacceptable in the school community at large and pupils feel confident to correct each other when it occurs or report it to an adult if necessary. | On-going target | <ul style="list-style-type: none"> • By Principal • Reported to AIB in Principal's termly report • SLT Lead for Behaviour • Pastoral Year Leads • Reported to relevant Trust committee/Sub-committee | Principal |
| Supporting the LGBTQ+ community | <ul style="list-style-type: none"> • Regain our status as a Stonewall School Champion by renewing our subscription with Stonewall. • School LGBT Lead (JBA) to hold whole school training on 'LGBT+ inclusivity in Education.' • School LGBT Lead to support The Ripley SCITT through the delivery session on LGBTQI+ • Write a whole school LGBT Inclusion policy to be shared with staff and displayed on the school website. | <ul style="list-style-type: none"> • Students have a positive and inclusive attitude to the LGBT community. LGBT students and staff feel confident and safe in our school environment and LGBT bullying is tackled with a zero- tolerance approach. | On-going target | <ul style="list-style-type: none"> • By Principal • LGBTQI+ Lead • By AIB | Principal |

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| | <ul style="list-style-type: none"> • Ensure trans/non- binary pupils are recognised by all staff. • Include LGBT themes and topics across the curriculum and in tutor time assemblies. • Audit LIFE and Enrichment Curriculum to ensure LGBTQI+ is included within the curriculum. | | | | |
| To increase accessibility for all pupils to all buildings. | <ul style="list-style-type: none"> • Investigate all opportunities for redevelopment of buildings to provide more appropriate facilities. • If above unsuccessful explore alternative uses of inaccessible areas to consider whether current arrangements offer the best solution. | <ul style="list-style-type: none"> • All pupils able to access learning and pastoral support facilities. | On-going target | <ul style="list-style-type: none"> • By Principal and Director of Business and Finance • Reported to AIB • Reported to Trust Chief Finance Officer (CFO) | Principal |