

Wingfield Academy – Equality Objectives – Progress Update July 2026

Equality Objective	Date Set	Specific Action Required	Lead	Planned Outcome	Timescale	July 2026 Update
To ensure the school actively promotes and prioritises raising awareness, appreciation and celebration of diversity including gender, sexuality, race and religion. In particular, raise awareness of far right extremism.	Initially – November 2024 Updated – Sept 2025	All staff recognise discrimination and know how to take appropriate action. Staff know the signs of far right extremist behaviours. Intervention programme launched for students who commit hate crimes. External Speakers and assembly programme so that students understand the dangers of far right extremism and the signs of this.	JHA JHA ROB	All staff and students feel safe, understand their rights, how they should be treated as well as how they should treat others. A reduction of incidences of the use of homophobic, sexist and racist language and reducing prejudice related bullying.	Termly	Ofsted identified that incidents of bullying at WFA are rare and, where they occur, are managed promptly and effectively. Further supported by both Ofsted feedback and internal student voice, which consistently indicate that students feel safe and are confident in their understanding of how and where to access support. Collectively, these approaches evidence a sustained and measurable impact in promoting inclusion, improving student conduct, and fostering a culture of respect, alongside raising awareness of key risks such as far-right extremism.
Embed further an inclusive approach within the curriculum.	Sept 2025	Identify and act on key teaching points that demonstrate inclusion/equalities and progressive discussion within the curriculum via: - Explicitly teaching of equalities within the Rights Respecting	ROB/CTLs	To have a clear understanding of the gaps within and across the curriculum. Curriculum intent and implementation reflect the school's commitment to promoting E&D with improved knowledge, skills and attitudes to enable pupils to appreciate and value difference.		A strategically sequenced and interleaved PSHE, form time and assembly curriculum has strengthened students' understanding of diversity and protected characteristics. This has resulted in a demonstrable reduction in the use of offensive or discriminatory language. British Values are now

		and PHSE and RSE curriculum. - Delivering assemblies that explicitly work on the theme of equality and the protected characteristics				explicitly addressed in curriculum, Votes for Schools, PHSE and assembly. WFA school values are linked to British Values and OFSTED said that most students were able to articulate them well. This will continue and be deepened into the new academic year.
Improve the personal development offer to ensure cultural events are celebrated.	Sept 2025	Design a yearly personal development calendar with enrichment activities to raise awareness of culturally significant events.	ROB	Improve students' knowledge and awareness of cultural events outside of their own everyday experience.		This academic year student have celebrated a range of cultural events. Christmas is a school wide celebration that included: - Assemblies on The Meaning of Christmas - Free Christmas dinner and treats for all students - Lesson focuses Inaugural Eid Celebrations: - Form time activities on Ramadan - Cultural Ambassadors gift wrapped and handed out dates to Muslim students - Eid celebration with Henna, Indian Drummers, Charity cake sale and form time presentation written and delivered by Muslim students There have been several assemblies on Holocaust, LGBT History and other religious lessons.

						2026-27 Events booked in: - Christmas - Eid - Interfaith Forum - Culture Day 2027 (African Cup of Nations Themed) - WFA Pride 2027
Try to reduce the Gap between vulnerable and non-vulnerable students	Sept 2025	Monitor the achievement at each assessment point and look to implement actions where necessary.	ROB/JHA	Narrow gaps in achievement where possible.	On going	The gaps are predicted to narrow this year, but this piece of work will continue to be ongoing.