



<b>Equality Objectives 2020-2024</b>		
<b>Objective</b> <i>What are we aiming to do?</i>	<b>Timeline</b> <i>By when?</i>	<b>Success</b> <i>How will we know we have achieved it?</i>
<ul style="list-style-type: none"> <li>•Form Equality Committees members with staff, parents and students to review curriculum, pastoral and institutional</li> <li>•As the school continues to evolve and improve in this area, the Academy will look into all the Equality protected characteristics so that we are leading on and adopting good practice within the school community.</li> <li>•Give each protected characteristic enough time to securely cement new changes and embed ideas into the curriculum, pastoral and institutional</li> <li>•Work towards an Equality Award to be recognised for the work the school and committee members undertake.</li> </ul>	<p>June 2020 – Race Equality</p> <p>April 2021 – Gender Equality</p> <p>September 2021 – LGBTQ (sexual orientation)</p> <p>December 2021 – Disability</p> <p>April 2022– Age</p> <p>July – Religion and belief 2022</p> <p>Equality award by 2023</p>	<ul style="list-style-type: none"> <li>✓ Parent letter written to join the Equalities committee – July 2020</li> <li>✓ Emailed all staff to invite them to join a new committee – July 2020</li> <li>✓ Students asked to write a letter of application to join (sub year committees formed, so there is representation from every year group) Successful launch of Equality committees representing 21 Staff members, 24 Parent members and 130 Student members</li> <li>✓ Met with each of the committees regularly</li> <li>✓ Equality action points implemented - Race Equality implemented July 2020</li> </ul>
<ul style="list-style-type: none"> <li>•To track performance data to monitor student achievement and respond to gaps between groups of learners, subjects, courses and key stages</li> </ul>	On going	<ul style="list-style-type: none"> <li>✓ Regular monitoring and intervention takes place through data reports</li> </ul>
<ul style="list-style-type: none"> <li>•To ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity</li> </ul>	On going	<ul style="list-style-type: none"> <li>✓ Display boards designed specifically allocated to Equality and Diversity in the school</li> <li>✓ Regular review of publications to ensure representation</li> </ul>

<ul style="list-style-type: none"> <li>• Ensure that the curriculum, PSHE programme and assemblies, external speakers and thought for the day promote role models that students positively identify with, which reflects the schools' diversity in terms of race, gender and disability</li> </ul>	Actioned when Equality review takes place in all strands	<ul style="list-style-type: none"> <li>✓ Assemblies, curriculum review given direct action points which have been implemented</li> </ul>
<ul style="list-style-type: none"> <li>• To monitor the progress of SEND students by ensuring that they make the expected progress or are provided with an alternative resources and provision</li> </ul>	On going	<ul style="list-style-type: none"> <li>✓ Regular reports to Leadership Team where it identifies trends and implement intervention is provided</li> </ul>
<ul style="list-style-type: none"> <li>• Large print/e formats/sound available on request of important documents/letters when requested</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>✓ Requests implemented</li> </ul>
<ul style="list-style-type: none"> <li>• Celebrate some cultural events throughout the year through the tutorial programme and assemblies to increase student awareness and understanding of different communities</li> </ul>	September 2021 – Rota of activities	<ul style="list-style-type: none"> <li>✓ Assemblies, tutorial programme – Equality Committee members led assemblies in October 2021 and will continue within the programme</li> </ul>
<ul style="list-style-type: none"> <li>• To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, especially those with SEND</li> </ul>	September 2021	<ul style="list-style-type: none"> <li>✓ Analysis of take up of extra-curricular activities from groups is monitored and groups encouraged to participate</li> </ul>
<ul style="list-style-type: none"> <li>• To promote spiritual, moral, social and cultural development through daily teaching, with particular reference to issues of equality and diversity.</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>✓ Thought for the day has a direct link to SMSC</li> </ul>
<ul style="list-style-type: none"> <li>• To foster an atmosphere in which everyone flourishes, achieves and feels valued so that everybody feels they can contribute positively to the life of the school</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>✓ Rewards system data</li> <li>✓ Student voice with different Committees throughout the school</li> <li>✓ New report a concern function has allowed students to report any issues they have anonymously</li> </ul>
<ul style="list-style-type: none"> <li>• To celebrate diversity of achievement and experience in all aspects of school life</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>✓ This is celebrated through achievement Friday and through assemblies</li> </ul>
<ul style="list-style-type: none"> <li>• To ensure that all Governors and staff are aware of Equality and Diversity plans and understand the responsibilities of the Trust.</li> </ul>	June 2020 and on going	<ul style="list-style-type: none"> <li>✓ Information was provided to governors in meetings on action plans from Equality committee members</li> <li>✓ Report on action plans was given to staff from Race review. This will continue with all Equality strands</li> </ul>

<ul style="list-style-type: none"> <li>To provide an environment that welcomes, protects and respects diverse people</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>✓ This is delivered effectively through the schools values system</li> <li>✓ Senior team are role models within the school, giving regularly speeches to parents and school community</li> </ul>
<ul style="list-style-type: none"> <li>Continue to improve accessibility across the academy site for students, staff and visitors with disabilities, including access to specialist teaching areas.</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>✓ School is DDA compliant</li> <li>✓ School added extra visibility to site for visually impaired students – Sept 2021</li> <li>✓</li> </ul>
<ul style="list-style-type: none"> <li>To further develop work to challenge misogyny and all forms of sexism, through the curriculum and wider strategies</li> </ul>	Ongoing	