

## Equality Objectives Plan (2024-2025)

Equality objective	Action	Impact monitoring	Responsible	Time frame	Early success indicators	Impact Term 1
<b>To close the attainment gap between all groups of children to ensure that every child reaches their full potential</b>	<p>Develop full coverage of pupil passports for SEND pupils who require additional support.</p> <p>Academy RAG meetings lead to specific pupil actions.</p> <p>Act on any identified trends in data that require additional support for pupils.</p>	<p>Achievement data is analysed by race, sex and disability.</p> <p>Termly impact of plans are measured and actions adjusted when appropriate.</p>	<p>SENDCo JM SWK</p>	<p>September 2025 onwards</p>	<p>Reported attainment gaps are closed.</p>	
<b>To treat all children and adults within the community equally, with dignity and respect</b>	<p>Initial staff training issued for all new staff.</p> <p>CPD to ensure all staff know how to treat all within the community with respect.</p> <p>Equality objectives shared with all staff.</p>	<p>Behaviour and discriminatory incidents regularly monitored by the pastoral team, shared with SLT and reported to AAB.</p>	<p>LMs LC LS</p>	<p>September 2025 onwards</p>	<p>Behaviour and discriminatory incidents reduce over the course of the year.</p> <p>Pupil voice states that they respect each other and staff.</p>	
<b>To be proactive in eradicating prejudice in relation to all protected characteristics listed in the Equality Act 2010 (age, disability, gender)</b>	<p>Ensure all staff have training on reporting discriminatory incidents.</p> <p>Lessons reinforce British Values and promote diversity across the curriculum.</p> <p>Develop the culture calendar to highlight key</p>	<p>Analysis and reporting of discriminatory incidents to identify and react to trends.</p> <p>CPD to staff to highlight the British Values within their subject area.</p>	<p>LS All staff</p>	<p>September 2025 onwards</p>	<p>All staff are aware of and respond to discrimination in all forms.</p> <p>Pupils increase their understanding of British Values and Protected Characteristics</p>	

<b>reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation)</b>	cultural dates over the academic year through tutor time, assemblies and external visits.	Assembly, tutor time and personal development programme created and adapted to meet cultural dates across the year.			which is reflected in student voice.	
<b>To enable fair access to activities and opportunities for all children and adults within school, monitor and promote the involvement of all groups of pupils in the extra-curricular life of the academy</b>	Expand the extracurricular activity provision across the academy to increase opportunity for engagement.	Attendance reporting and monitoring across clubs and societies. Monitor and analyse engagement across age, gender, PP and SEND.	LS	September 2025 onwards	Increased extracurricular opportunities leading to increased engagement across key monitoring groups.	
<b>To increase pupils' understanding of equality through direct teaching across the curriculum</b>	Update of the SMSC and British Values curricular audit.  Introduce EPC to KS4 classes.  Provide CPD to non-specialist EPC teachers to ensure consistency of delivery.	Completion and review of SMSC and British Values audit.  EPC QA including observations and pupil voice.	HoDs LS MT	September 2025 onwards	SoW and lesson plans have SMSC and British Values embedded within.  All staff understand how SMSC and British Values apply to their subject.  KS4 EPC successfully delivered.	
<b>To promote cultural development and understanding through a rich</b>	Celebrate cultural events throughout the year to increase pupil awareness	Cultural calendar pupil surveys.	LS RD	September 2025 onwards	Increased awareness of different communities	

<b>range of experiences, both in and beyond the school</b>	and understanding of different communities.  Introduce the Pledge system to year 8 to encourage engagement with experiences in and outside of school.	Enrichment activity participation tracker.  Pledge tracker.			identified through pupil voice; work scrutiny and lesson observations.	
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