

Equality Objectives Plan (2024-2025)

Equality objective	Action	Impact monitoring	Responsible	Time frame	Early success indicators	Impact Term 1
To close the attainment gap between all groups of children to ensure that every child reaches their full potential	<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 2024 onwards</p>	<p>Reported attainment gaps are closed.</p>	
To treat all children and adults within the community equally, with dignity and respect	<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 TW LS</p>	<p>September 2024 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>	
To be proactive in eradicating prejudice in relation to all protected	<p>Ensure all staff have training on reporting discriminatory incidents.</p> <p>Lessons reinforce British Values and promote</p>	<p>Analysis and reporting of discriminatory incidents to identify and react to trends.</p>	<p>LS All staff</p>	<p>September 2024 onwards</p>	<p>All staff are aware of and respond to discrimination in all forms.</p>	

<p>characteristics listed in the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation)</p>	<p>diversity across the curriculum.</p> <p>Develop the culture calendar to highlight key cultural dates over the academic year through tutor time, assemblies and external visits.</p>	<p>CPD to staff to highlight the British Values within their subject area.</p> <p>Assembly, tutor time and personal development programme created and adapted to meet cultural dates across the year.</p>			<p>Pupils increase their understanding of British Values and Protected Characteristics which is reflected in student voice.</p>	
<p>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</p>	<p>Expand the extracurricular activity provision across the academy to increase opportunity for engagement.</p>	<p>Attendance reporting and monitoring across clubs and societies. Monitor and analyse engagement across age, gender, PP and SEND.</p>	<p>LS</p>	<p>September 2024 onwards</p>	<p>Increased extracurricular opportunities leading to increased engagement across key monitoring groups.</p>	
<p>To increase pupils' understanding of equality through direct teaching across the curriculum</p>	<p>Update of the SMSC and British Values curricular audit.</p> <p>Introduce EPC to K4 classes.</p> <p>Provide CPD to non-specialist EPC teachers to ensure consistency of delivery.</p>	<p>Completion and review of SMSC and British Values audit.</p> <p>EPC QA including observations and pupil voice.</p>	<p>HoDs LS MT</p>	<p>September 2024 onwards</p>	<p>SoW and lesson plans have SMSC and British Values embedded within.</p> <p>All staff understand how SMSC and British Values apply to their subject.</p>	

					KS4 EPC successfully delivered.	
To promote cultural development and understanding through a rich range of experiences, both in and beyond the school	<p>Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities.</p> <p>Introduce the Pledge system to year 8 to encourage engagement with experiences in and outside of school.</p>	<p>Cultural calendar pupil surveys. Enrichment activity participation tracker.</p> <p>Pledge tracker.</p>	<p>LS LM</p>	September 2024 onwards	Increased awareness of different communities identified through pupil voice; work scrutiny and lesson observations.	