

## Academy Annual Assessment of Impact of Actions

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the time Frames?	Early success indicators
All	Promote equality of opportunity and ensure all pupils have access to all activities provided, according to their age and ability.	Attendance lists for school trips, work scrutiny, lesson observations, clubs and other extra-curricular activities.	All staff and AAB	September 2018 onwards	All children have access to activities that they would like to participate in.
All	Publish and promote the Equality Policy through the school website and staff training	Question stakeholders about their understanding of the policy.	Principal	After Equality Policy is agreed by governing body	Staff are familiar with the principles of the Equality Policy and use them when planning lessons, creating classroom displays. Parents are aware of the Equality Policy.
All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability.	AVP Experience	Annually in September	Analysis of data for narrowing for equality groups against national other.
All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability.	Increase in pupils' participation, confidence and achievement levels.	AP Support	September 2018 onwards	Displays and work scrutiny.
All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity	Increase In pupil participation, confidence and positive identity – monitor through PSHE and learning/environment walks.	Principal	September 2018 onwards	More diversity reflected in school displays across all year groups.

All	Ensure representation on HEPPSY+ access to HE enrichment fully reflects school population in terms of race and gender.	HEPPSY+ register	AP Experience	September 2018 onwards	
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Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the time Frames?	Early success indicators
Race Equality Duty	Identify, respond and report racist incidents.	SLT will use the data to assess the impact of the school's response to incidents.	SLT and AAB	Reporting: Termly	Teaching staff are aware of and respond to racist incidents. Consistent nil reporting is challenged by the AAB.
Disability Equality Duty	Review accessibility audit to identify physical barriers and develop a programme to remove barriers.	Principal and Finance Manager	Principal	Annually	Issues raised on accessibility plan are addressed and actions put in place at the finance sub committee.
Community Cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid, and Christmas.	SMSC assessments	AVP Support AAP Support	Ongoing	Increased awareness of different communities shown in PSHE assessments.