

Equality Objectives Plan

Updated June 2021

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	June updated impact
To close the attainment gap between all groups of children to ensure that every child reaches their full potential.	The pupil premium and SEND plans are in place. Academy RAG meetings lead to pupil specific actions. Act on any trends of patterns in the data that require additional support for pupils.	Achievement data is analysed by race, gender and disability. Termly impact of plans is measured and actions adjusted when appropriate. Attainment gaps are reported to the AAB.	JSR	September 2020 onwards	In school attainment gaps are closed.	Attainment gaps are analysed frequently, and actions implemented throughout the year. For example, gaps are currently as follows for KS4 PP v non-PP: Y11 gap is -4% PP v non-PP (Eng. ma 5+) Y11 gap is -7% PP v non-PP (Eng. ma 4+)
To treat all children and adults within the academy community with dignity and respect.	Regular CPD from MSY ensures all staff know how to treat all pupils with respect. Equality objectives are shared with all staff.	Behaviour incidents are monitored by the inclusion team and shared with the SLT.	MSY	September 2020 onwards	Behaviour incidents reduce. Pupils say that they respect staff and each other in surveys.	The core values including the value "treat everyone equally and with respect", have been embedded during Term 3. All pupils can recall the values and their meanings. The values are used to frame behaviour conversation. Behaviour incidents have reduced.
To be proactive in eradicating prejudice in relation to all the protected characteristics listed in the Equality Act 2010, (age, disability, gender reassignment, marriage and civil	Identify, respond and report racist incidents. Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity. Implement diversity days.	SLT will use the data to assess the impact of the academy's response to incidents. Audit of displays will ensure that diversity is promoted throughout the academy.	All staff	September 2020 onwards	Teaching staff are aware of and respond to racist incidents. Diversity is reflected in academy displays across all year groups. Pupils understand prejudice and why it should be eradicated.	LGBT+ assemblies have been delivered to all year groups during Gay Pride month (June). Life lessons and tutor sessions taught pupils about HBT bullying. Staff and pupils were taught about gender types and identity during Term 3. Staff survey was completed about LGBT+ training needs. Stonewall membership application in progress.

partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation).	Ensure events such as LGBT+ history month and Holocaust Memorial Day are taught within the curriculum and through assemblies, tutor time and personal development days.	Assembly, tutor time and the personal development day programme will be monitored by SLT.				Academy displays promote the eradication of prejudice. Diversity Day took place in June to ensure pupils have a first-hand experience of people from different races and backgrounds. Pupils participated in an asylum seeker. HMD was taught during academy closure through a series of remote sessions.
To increase pupils' understanding of equality through direct teaching across the curriculum	Ensure equality is explicitly taught e.g. through the study of key texts in English: Y8 Animal Farm, Y9 I am Malala, through the study of history – Nazi Germany in Y9, in Health and Social Care, and in Life in KS3	HODs and SLT will monitor through academy QA.	JHL	September 2020 onwards	All staff are familiar with the objectives of the Equality Plan and use them when planning lessons and creating classroom displays. 5-year curriculum plans ensure the Equality Plan objectives are met.	Equality has been taught throughout the curriculum which has led to an increased understanding of what equality means. They have learnt about this by reading key texts in English: Y8 Animal Farm, Y9 Boy87, I am Malala and in history for example learning about Nazi Germany in Y9. In Health and Social Care, and Life in KS3 pupils have learnt about equality.
To promote cultural development and understanding through a rich range of experiences, both in and beyond the academy	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid and Hanukah. Implement a wide range of experiences for DWA pupils (see experiences 5-	CSS will survey pupils after cultural events. Data will be shared with SLT and AAB. Participation rates are monitored using the enrichment tracker.	JSR/ATN/JMT/CSS	September 2020 onwards	Increased awareness of different communities can be seen in work scrutiny, lesson observations and through feedback in pupil surveys.	Pupils have learnt about different religions in the RE strands of the Life curriculum, RE assemblies examined the beliefs of the world religions. Life lessons were delivered to Y10 using "Holy Cribs", to give pupils an understanding of places of worship. Visits will take place 2021-22 if covid regulations allow. The 5-year DWA experiences learning journey details all the opportunities on offer to pupils.

	year learning journey).					
To enable fair access to activities and opportunities for all children and adults within academy.	Promote equality of opportunity and ensure all pupils have access to all activities provided, according to their age and ability.	Attendance lists for academy trips, work scrutiny, lesson observations. Participation at clubs and other extra-curricular activities using enrichment register.	JSR	September 2020 onwards	All children have access to activities that they would like to participate in.	Enrichment sessions are monitored by JME to ensure pupils have equal opportunity to participate in all activities. HODs ensure opportunities are available to all pupils and target pupils with the support of learning managers.