

Appendix A - Equality Plan Objectives

2023-24

Equality Strand	Equality Objective	Action	Who	Timescale	Success Criteria	Outcome and Evaluation
All strands	All stakeholders are aware of the Single Equality Scheme and have an awareness of their responsibilities	Maintain awareness at staff induction and meetings. Publish and promote on website and communications, include updates	Principal SLT	September 2023 and ongoing	All stakeholders are aware of the Equality Plan. Staff use the principles of equality plan to support the delivery of the curriculum. Policies followed	
All strands	The leadership of the academy actively monitors the Equality Statement and objectives	Report at Academy Council Progress of protected groups monitored and trends explored.	Academy Council Members SLT	Ongoing	Evidenced in minutes and analysis Any gaps are narrowing	
All strands	The curriculum promotes and reflects diversity, in terms of: race, gender and disability	Curriculum ensures that plans and activities in the academy reflect the diversity of the academy community and the wider world.	Curriculum Lead All subject leaders	Ongoing	Pupils are engaged in curriculum All groups represented in extra curricular activities Displays reflect diversity Children articulate the curriculum	
Gender and Cohesion	Staff and pupils have raised awareness of LGBT community and issues.	Staff training PHSE/RHSE curriculum and policy support this.	Curriculum lead PHSE lead	Ongoing	Academy community more aware of issues Evidenced in displays, pupil voice and ethos	



Appendix A - Equality Plan Objectives

2023-24

		PHSE Lead to lead a session with staff to ensure clear understanding of LGBT issues.				
Gender and disability	All groups engaging with extra curricular provision	<p>Range of activities to engage all stakeholders, eg. Pupils with SEN and girls.</p> <p>Extra curricular provision established with vulnerable groups in mind.</p> <p>Regularly review and monitor.</p>	<p>Curriculum lead</p> <p>PE Lead</p> <p>SENCo</p>	September 2023 and ongoing thereafter	<p>Increased participation in activities by SEN and girls</p> <p>Balanced take up across all groups</p> <p>Post Covid improvements in uptake.</p>	
All groups	All pupils are able to make a contribution and involvement in academy life	School Council and House Captains etc. represented by race, gender and disability.	<p>SLT</p> <p>Inclusion Lead</p>	September 2023 and ongoing thereafter	Diversity apparent in roles of responsibility around the academy.	
Race	All pupils understand racism and challenge prejudice.	<p>The diversity of the academy is regularly celebrated and recognized in the curriculum and supporting texts.</p> <p>World events (such as Martin Luther King Day celebrated)</p> <p>Positive values modelled by all</p> <p>Curriculum supports knowledge of other cultures and immigration.</p> <p>Clear and detailed recording systems.</p>	<p>All staff</p> <p>Inclusion Lead</p>	September 2023 and ongoing thereafter	<p>Racist incidents identified and challenged.</p> <p>Anti-Bullying Policy reviewed and followed</p> <p>Pupil voice demonstrates positive values and challenge of stereotypes</p>	



Appendix A - Equality Plan Objectives

2023-24

Gender	All pupils engaged in reading and make good reading progress	Boys are engaged in texts and reading Texts are chosen to be inclusive of all children. ³	English Lead Class teachers	September 2023 and ongoing thereafter	Boys evidently engaged and making good progress. Pupil Voice evidences engagement	
Age	Children to have an understanding of the challenge of getting older and value the older generation's contribution to society.	Engagement and opportunities to build positive relationships with the older generation. Ageism and stereotypes challenged. Explore living history in the curriculum.	SLT All teachers	September 2023 and ongoing thereafter	Positive perceptions of the older generation, where valid. Positive community engagement.	