

Action	How will the impact of the action be monitored?	Responsibility	What are the time Frames?
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	Ongoing
Ensure that disadvantaged pupils achieve similar levels of attainment to those pupils who are non-disadvantaged in Reading and Phonics	AAB Challenge Subject RAG leader Meetings Executive Principal RAG Meetings Assessment cycle	Head of Academy	End of Year
Publish and promote the Equality Plan through the school website and staff training.	Question stakeholders about their understanding of the plan.	Head of Academy	After Equality Plan is agreed by governing body

## 2020-2021 Equality Objectives

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.	SLT	Annually in September
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.	All staff	Ongoing
Ensure that displays in classrooms and corridors promote British Values.	Increase in pupil participation, confidence and positive identity – monitor through PSHE and learning/environment walks.	Head of Academy	Ongoing
Identify, respond and report racial, homophobic, sexist incidents.	SLT will use the data to assess the impact of the school's response to incidents.	SLT & AAB	Reporting: Termly



## 2020-2021 Equality Objectives

<p>Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid, Christmas.</p>	<p>PSHE Lessons</p>	<p>SLT and PSHE Co-ordinator</p>	<p>Ongoing</p>
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