

Action	How will the impact of the action be monitored?	Responsibility	What are the time Frames?	Evaluation
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	Clubs, and school trips were not able to go ahead due to Covid19 Risk Assessment. Disadvantaged pupils made similar rates of progress across the academy in phonics, MTC, EYFS and Year 6 outcomes.
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	Outcomes for disadvantaged pupils in Phonics, MTC, Year 6 outcomes and EYFS showed that disadvantaged pupils made good progress across the year.
Monitor and analyse pupil achievement by race, gender and disability and act on any trends of patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability.	SLT	Annually in September	No validated data published due to Covid19.

2020-2021 Equality Objectives

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	Curriculum Developed to include significant figures, and to ensure a balanced representation significant historical figures.
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	British Value display in KS2 Corridor showed a focus around mutual respect and how we keep one another safe during Covid 19- this is still an area for development.
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	No incidents of racial, homophobic, or sexist incidents reported throughout the year.
Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid, Christmas.	PSHE Lessons	SLT and PSHE Co-ordinator	Ongoing	Cultural events such as Diwali and Eid celebrated within classrooms. Working in Bubbles stopped trips taking place to places worship such as the church or mosque.