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| **Equality Strand** | **Equality Objective** | **Action** | **Who** | **Timescale** | **Success Criteria** | **Outcome and****Evaluation** |
| **All strands** | All stakeholders are awareof the Single EqualityScheme and have anawareness of theirresponsibilities | Raise awareness at staffinduction and meetings.Publish and promote onwebsite and communications | * Executive Principal
* SLT
 | September2021 andongoing | All stakeholders are awareof the Equality Plan.Staff use the principles ofequality plan to supportthe delivery of thecurriculum.Policies followed. |  |
| **All strands** | The leadership of theacademy actively monitorsthe Equality Statement andobjectives | Report at governor’s meetingsProgress of protected groups monitored and trendsexplored. | * Governors
* SLT
 | ongoing | Evidenced in minutes andAnalysis.Any gaps are narrowing. |  |
| **All strands** | The curriculum promotesand reflects diversity, interms of: race, gender anddisability | 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 incurriculumAll groups represented inextra curricular activitiesDisplays reflect diversityChildren articulate thecurriculum |  |
| **Gender and****Cohesion** | Staff and pupils have raisedawareness of LGBTcommunity and issues. | Staff trainingImplementation of revised RSE scheme | * Curriculum lead
* PHSE lead
 | Ongoing | School community moreaware of issuesEvidenced in displays, pupilvoice and ethos |  |
| **Gender and****disability** | All groups engaging withextra curricular provision | Range of activities to engage all stakeholders, eg. Pupils with SEN and girls | * Curriculum lead
* PE Lead
* SENCo
 | September2021 andongoingthereafter | Increased participation inactivities by SEN and girlsBalanced take up across allgroups |  |
| **All Groups** | All pupils are able to make acontribution andinvolvement in academy life | The diversity of the academy is regularly celebrated and recognised.World events (such as Martin Luther King Day celebrated)Positive values modelled by allCurriculum supportsknowledge of other cultures and immigration. | * All staff
* Inclusion Lead
 | September2021 andongoingthereafter | Racist incidents identifiedand challenged.Anti-Bullying PolicyfollowedPupil voice demonstratespositive values andchallenge of stereotypes |  |
| **Gender** | All pupils engaged inreading and make goodreading progress | Boys are engaged in texts andreadingTexts are chosen to beinclusive of all children. | * English Lead
* Class teachers
 | September2021 andongoingthereafter | Boys evidently engagedand making good progress.Pupil Voice evidencesengagement |  |
| **Age** | Children to have anunderstanding of thechallenge of getting olderand value the oldergeneration’s contribution tosociety. | Reception children and choirto visit care homes and buildpositive relationships with theolder generation.Ageism and stereotypeschallenged.Explore living history in thecurriculum. | * SLT
* All teachers
 | September2021 andongoingthereafter | Positive perceptions of theolder generation, wherevalid.Positive communityengagement. |  |