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| **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 | Raise awareness at staff  induction and meetings.  Publish and promote on  website and communications | * Executive Principal * SLT | September  2021 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 governor’s meetings  Progress of protected groups monitored and trends  explored. | * Governors * 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 | 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  Implementation of revised RSE scheme | * Curriculum lead * PHSE lead | Ongoing | School community more  aware of issues  Evidenced in displays, pupil  voice and ethos |  |
| **Gender and**  **disability** | All groups engaging with  extra curricular provision | Range of activities to engage all stakeholders, eg. Pupils with SEN and girls | * Curriculum lead * PE Lead * SENCo | September  2021 and  ongoing  thereafter | Increased participation in  activities by SEN and girls  Balanced take up across all  groups |  |
| **All Groups** | All pupils are able to make a  contribution and  involvement 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 all  Curriculum supports  knowledge of other cultures and immigration. | * All staff * Inclusion Lead | September  2021 and  ongoing  thereafter | Racist incidents identified  and challenged.  Anti-Bullying Policy  followed  Pupil voice demonstrates  positive values and  challenge of stereotypes |  |
| **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. | * English Lead * Class teachers | September  2021 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. | Reception children and choir  to visit care homes and build  positive relationships with the  older generation.  Ageism and stereotypes  challenged.  Explore living history in the  curriculum. | * SLT * All teachers | September  2021 and  ongoing  thereafter | Positive perceptions of the  older generation, where  valid.  Positive community  engagement. |  |