



## Appendix A - Equality Plan Objectives 2021-22



Equality Strand	Equality Objective	Action	Who	Timescale	Success Criteria	Outcome and Evaluation
<b>All strands</b>	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	<ul style="list-style-type: none"> <li>Executive Principal</li> <li>SLT</li> </ul>	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.	
<b>All strands</b>	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.	<ul style="list-style-type: none"> <li>Governors</li> <li>SLT</li> </ul>	ongoing	Evidenced in minutes and Analysis. Any gaps are narrowing.	
<b>All strands</b>	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	<ul style="list-style-type: none"> <li>Curriculum Lead</li> <li>All subject leaders</li> </ul>	Ongoing	Pupils are engaged in curriculum All groups represented in extra curricular activities Displays reflect diversity Children articulate the curriculum	
<b>Gender and Cohesion</b>	Staff and pupils have raised awareness of LGBT community and issues.	Staff training Implementation of revised RSE scheme	<ul style="list-style-type: none"> <li>Curriculum lead</li> <li>PHSE lead</li> </ul>	Ongoing	School community more aware of issues Evidenced in displays, pupil voice and ethos	
<b>Gender and disability</b>	All groups engaging with extra-curricular provision	Range of activities to engage all stakeholders, eg. Pupils with SEN and girls	<ul style="list-style-type: none"> <li>Curriculum lead</li> <li>PE Lead</li> <li>SENCo</li> </ul>	September 2021 and ongoing thereafter	Increased participation in activities by SEN and girls Balanced take up across all groups	



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<b>All Groups</b>	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.	<ul style="list-style-type: none"> <li>• All staff</li> <li>• Inclusion Lead</li> </ul>	September 2021 and ongoing thereafter	Racist incidents identified and challenged. Anti-Bullying Policy followed Pupil voice demonstrates positive values and challenge of stereotypes	
<b>Gender</b>	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.	<ul style="list-style-type: none"> <li>• English Lead</li> <li>• Class teachers</li> </ul>	September 2021 and ongoing thereafter	Boys evidently engaged and making good progress. Pupil Voice evidences engagement	
<b>Age</b>	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.	<ul style="list-style-type: none"> <li>• SLT</li> <li>• All teachers</li> </ul>	September 2021 and ongoing thereafter	Positive perceptions of the older generation, where valid. Positive community engagement.	