

Development Priority – Equality and Diversity				
Success Criteria – Equality Objectives				
<p>To increase staff's understanding of equality and its implications on a day to day basis</p> <p>To increase the level of student voice by developing further and extending our school council; student leadership and the school council to include a fair representation of all pupils within the school community</p> <p>To increase the membership of vulnerable pupils in out of school clubs/activities and homework so that at least 85% of students on the SEN register take part in some form of activity to develop their enrichment/ quality of work further.</p> <p>To narrow the gap between low income students and non-low-income students in the levels achieved in English and maths at the end of year 11 so that the gap for the disadvantaged students closes from the 2017 results (-0.7), 2018 results (-0.4)</p> <p>To develop health and support services to support the achievement of those protected as listed in the equalities Act 2010 so that 90% of staff feel confident reporting incidents and 100% of students have had their needs met as evidenced through 'My Concern'</p>				
Tasks/Actions		Person Responsible	Timeframe	RAG
1	To increase staff's understanding of equality and its implications on a day to day basis			
1.1	Publish and promote the equality plan through the Academy website, newsletter, focus group meetings and whole staff meetings	SLW	Mar 18	
	Ensure classroom/corridor displays promote diversity in terms of race, gender and ethnicity	SLW	Mar 18	
	Action plan to be a regular feature at SLT and focus group meetings for all to update accordingly	SLW	Mar 18	
	Develop work in relation to 'Educate and Celebrate' making schools LGBT friendly through developing links within the community e.g. Galaxy	SLW/JGN/HOY	Mar 18	
	Work through the Accessibility Plan to ensure we are meeting the needs of those with disabilities	SJP	Ongoing	
	Establish a simple/useful data tracking system collecting data on students, staff and parents who may have disabilities through the SENCO and data manager who will disseminate to: Heads of Year, Subject Leaders and SLT and all education support.	SJP		

	Raise staff awareness on LGBT and equality and diversity.	SLW	Ongoing	
2	To increase the level of student voice by developing further and extending our school council; student leadership and the school council to include a fair representation of all pupils within the school community			
	Ensure all students are given the opportunity to make a positive contribution within the Academy e.g. through involvement in form time activities, participation in assemblies, fund raising opportunities etc.	SLW/HOY	Ongoing	
	Identify which groups are underrepresented in the student council within the Academy	RS	Mar 18	
	Ensure the curriculum promotes role models and hero's that all students can identify with in terms of race, gender and disability	LU/SL		
3	To increase the membership of vulnerable pupils in out of school clubs/activities and homework so that at least 85% of students on the SEN register take part in some form of activity to develop their enrichment/ quality of work further.			
3.1	Create an inclusive activities programme to promote a range of enrichment opportunities for all to access	RS/APH	June 18	
4	To narrow the gap between low income students and non-low-income students in the levels achieved in English and maths at the end of year 11 so that the gap for the disadvantaged students closes from the 2017 results (-0.7), 2018 results (-0.4)			
4.1	Monitor student achievement by gender and disability and act on trends or patterns that the data signposts.	RJ	ongoing	
4.2	To develop health and support services to support the achievement of those protected as listed in the equalities Act 2010 so that 90% of staff feel confident reporting incidents and 100% of students have had their needs met as evidenced through 'My Concern'	SLW	Ongoing	
4.3	Review and update existing behaviour policies and practice relating to bullying	SLW	Apr – July 18	
4.4	Analyse the PSCHE programme and ensure this supports sex and relationships and LGBT issues	SLW/JGN	Apr/July 2018	
4.5	Develop further the anti-bullying programme to ensure peer mentoring, ambassadors, bully and victim support and online support is established.	APH	Sept 2018	
4.6	Create a safe area on the school's website for bullying and safeguarding concerns to be easily reported by students.	SLW	Sept 2018	

