

## Academy Annual Assessment of Impact of Actions

Equality and Diversity Action 2018-2019					Impact of Actions
Action	Monitoring impact of action	Person Responsible	Timescale	Success Indicators	September 2019
Continue to promote the Equality Action Plan through AAB meeting and challenge, staff meetings and parent surveys.	AAB to question staff about awareness of Equality Policy and Action Plan as part of termly challenge	Principal SLT AAB	Autumn term 2018	Staff are familiar with the principles of the Equality Action Plan and use them when planning lessons, creating class room displays	
SLT to continue to monitor and analyse pupil progress and attainment by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils. Add analysis of Fairground data and impact of absence from school. Report termly to AAB	Data analysed by race, gender and disability. Reports termly to AAB	Principal SLT EAB	Data analysed half termly	Analysis of teacher assessments / annual data demonstrates no significant difference between groups	
Embed Fairground Week as a way of celebrating fairground culture and heroes. Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects increasing diversity in terms of race, gender and disability.	Fairground Weed held in June 2019 Increase in pupils' participation, confidence and achievement levels	Principal Subject leaders	On-going as new national curriculum is embedded	Notable increase in participation and confidence of targeted groups – especially Fairground community and boys reading/writing	
Develop the use of debate to broaden boys vocabulary and structure writer's voice engage boys in reading and writing.	Continue to narrow the gap / parity between boys and girls attainment	English subject leader SLT Principal	Data analysed half termly	Analysis of teacher assessments / annual data demonstrates narrowing of gap	

Use male role-models to encourage boys reading – Xcite coach/ grand-parent volunteer				between boys/girls attainment in reading and writing	
Increase girls' involvement in physical activity/ sport –through taking girls to FA Festival, FA girls coaching sessions led by Andy Beaglehole, PE Aerobics led by Xcite Whole-school dance competition	Number of girls increasing physical activity on Sports Academy monitoring Dance competition finalist taking part in big top in PTA circus Girls attend FA festival FA girls football sessions occur	Xcite coaching FA coaching Dance coaching PE co-ordinator Principal	Monitored half termly  FA festival – Autumn term Dance competition Summer term	Percentage of girls taking part in physical activity monitored half termly by PE co-ordinator and Xcite coach	
Promote spiritual, moral, social and cultural development through assemblies with reference to equality and diversity.	Assembly planning file PSHE/RE assessments British Values display	PHSE subject leader Principal SLT	Ongoing	School community will be aware of and tolerant towards others' culture, religion, race, life choices and diversity	
Continue to ensure that displays in classrooms and corridors promote increasing diversity in terms of race, gender and ethnicity to compensate for our lack of diversity in the make-up of school community	Increase in pupil participation, confidence and positive identity – monitor through PSHE	SLT Subject leaders	Reviewed termly by SLT and subject leaders	Diversity reflected in school displays across all year groups	
Monitor our aim to ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council (by election), play leaders, representing the school at events.	Increase in diverse pupil participation, confidence and positive identity	Principal SLT	Ongoing	Diversity in membership – boys/girls	
Invest in gender neutral signage for adult toilet in corridor	Signage changed on door	Site-manager Office Manager SLT	Autumn term 2019	Gender neutral toilets	