

Academy Equality Objectives

Equality and Diversity Action 2018-2019

Action	Monitoring impact of action	Person Responsible	Timescale	Success Indicators
To publish and promote the equality plan to all stakeholders. Through the new style newsletters, Twitter and staff meetings. Remind staff as part of Training Day in September	All stakeholders to have access to published equality plan. Stakeholders to have opportunities to assess the impact of the plan, influencing the evaluation process and future target setting.	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 AAB / Parents are aware of the Equality Action Plan and the views of parents and AAB are used
To monitor and analyse pupil progress and attainment by gender, disadvantage and SEN (and race if appropriate) and act on any trends or patterns in the data that require additional support for pupils.	Data analysed by gender, disadvantage and SEN need. Reports termly to AAB	Principal SLT AAB	Data analysed termly	Analysis of teacher assessments / annual data demonstrates no significant difference between groups – or a narrowing of the gap
Ensure that the curriculum promotes role models and heroes that young people positively identify with and teaches children that although the school lacks diversity in terms of race and disability the world does not	Medium term curriculum plans, assembly plan and children's work books reflect cultural and disability diversity	Principal Subject leaders	On-going curriculum is embedded and enhanced	.Increase in pupils' understanding of cultural and disability awareness
Continue to develop the use of ipads, Project X reading books and Bug Club to engage boys in reading and writing	Analysis of teacher assessments / annual data demonstrates difference between boys and girls attainment and progress narrows.	English subject leader SLT Principal	Data analysed half termly	Narrowing the gap / parity between boys and girls attainment

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
Principal and Vice Principal to promote WRAP within HWPS and in other local schools	Home office feedback forms	Principal Vice Principal	Re-training as part of safeguarding termly from Sept 18	Staff are aware of the signs of any kind of radicalisation or racial diversity
Continue to ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity-especially in light of the make-up of our 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.	Monitor the extent of diverse pupil participation, confidence and positive identity	Principal SLT	Ongoing	Diversity in membership – boys/girls
Promote girls participation in sport through attending girl's football tournament and other sporting events aimed specifically at girls Andy Beaglehole to work specifically with girls	Monitor the extent of girls participation, confidence and positive identity through sport Sports Premium Report	Xcite Andy Beaglehole PE co-ordinator	Ongoing	Increase girl's participation in football and in sport generally
Celebrate Fairground Week annually to increase pupil awareness and understanding of different communities	Fairground Week Celebration Assembly	All staff	Summer term 2018 and 2019	Fairground Week display and celebration assembly