

Equality Objective	How? Specific Actions	Success Criteria	School lead	Timescales
<p>Objective 1 Reduce difference in attainment between boys and girls and between other protected groups as identified in local data (PIAP)</p>	<p>Data analysis of external and internal examinations and assessments, National Tests and FFT for all Year group</p> <p>Teachers using data to inform planning and teaching to raise attainment</p>	<p>Gap continues to narrow between performance of boys and girls.</p>	<p>Deputy Headteacher - Standards</p>	<p>Ongoing - Reviewed for progress made in addressing objective 1 after each data drop/national test outcomes and external examination outcomes</p>
<p>Objective 2 Increase pupil involvement through Learner Voice (PIAP)</p>	<p>Introduce pupil learning and teaching group</p>	<p>Pupils actively informing school planning and provision.</p> <p>Pupils support recruitment</p> <p>Pupils attending Governors meetings</p>	<p>Director of Learning – Learning and Teaching</p>	<p>Ongoing Reviewed through school self-evaluation schedule</p>

<p>Objective 3 To promote equality and celebrate diversity through the curriculum and pastoral provision through the support of pupil pupil's mental health and gender identity</p>	<p>Introduction and embed mental health/gender identity programme within Pastoral programme and PHSE curriculum</p>	<p>Revised and updated SOW in PHSE and Pastoral programme with equality – linked tasks</p>	<p>Pastoral Curriculum Director of Wellbeing and Inclusion Subject Curriculum Director of Health, wellbeing and skills</p>	<p>Ongoing Reviewed October 2022</p>
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Additional Areas				
Monitoring and reporting on equality progress	Complete Annual report on Equality Objectives	Equality report completed and disseminated	Headteacher	Ongoing Reviewed October 2022
Communication and stakeholder engagement	Annual report Pupil Voice Parent Voice	Annual report on website	Headteacher/Chair of Governors	Ongoing Reviewed December 2022
Access plan	Accessibility plan in place	Access plan reviewed by site team and ALNCo in light of new entrants to school	ALNCo	Ongoing Reviewed July 2022
Raising awareness on gender identity	Staff training on gender awareness	Staff confident in dealing with gender issues and promotion of equality	Director of Wellbeing and Inclusion	Ongoing Reviewed September 2022
Complaints and comments	Complaints recorded centrally by HT PA and responded to in line with Complaints Policy	Log to show that all equality related complaints dealt with promptly and sensitively	Headteacher	Ongoing Reviewed September 2022

