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| Equality Objective | How? Specific Actions | Success Criteria | School lead | **Timescales** |
| **Objective** **1** Reduce difference in attainment between boys and girls and between other protected groups as identified in local data  (PIAP) | Data analysis of external and internal examinations and assessments, National Tests and FFT for  all Year group  Teachers using data to inform planning and teaching to raise attainment | Gap continues to narrow between performance of boys and girls. | Deputy Headteacher -Standards | Ongoing -Reviewed for progress made in addressing objective 1 after each data drop/national test outcomes and external examination outcomes |
| **Objective** **2** Increase pupil involvement through Learner Voice  (PIAP) | Introduce pupil learning and teaching group | Pupils actively informing school planning and provision.  Pupils support recruitment  Pupils attending Governors meetings | Director of Learning – Learning and Teaching | Ongoing Reviewed through school self-evaluation schedule |
| **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 | Introduction and embed mental health/gender identity programme within Pastoral programme and PHSE curriculum | Revised and updated SOW in PHSE and Pastoral programme with equality – linked tasks | **Pastoral** **Curriculum** Director of Wellbeing and Inclusion  **Subject** **Curriculum** Director of Life skills | Ongoing Reviewed October 2022 |

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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 awreness | Staff confident in dealing with gender issues and promotion of equality anpromoting 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 |