

Equality Objectives Action Plan 2022 - 2025

Equality Objective	Protected Characteristic	RAG	General Duty	Responsibility	Measurable Success Indicator	Reviewed	Final Review Date
6.1 To utilise 4Matrix data to improve the attainment for disadvantaged groups achieving a 5+ in English and Maths from 29% to 40%.	Race, disability, Gender, Disadvantaged	Amber	Adopting an equitable approach to advance equality for disadvantaged groups.	DHT - Curriculum/ SLT and data manager	40% of PP pupils achieve grade 5+ in English and Maths	Termly	August 2024
6.2 To reduce the number of discriminatory incidents by educating pupils about equity after an incident.	Race, Age, Gender, Sexual orientation, disability	Amber	Informing all pupils of an equitable approach through the REACH Time programme	AHTs - REACH Time	<ul style="list-style-type: none"> Reduction in the number of racist, disablist and homophobic reported incidents Analysis of information on Arbor and CPOMS. Evidence of inclusion in assemblies & REACH time. Student and staff working groups in place; student surveys Equality Training and work with groups such as Bold Voices, Equaliteach and Greater Representation. 	Annually	September 2024
6.3 To ensure the school curriculum, resources and displays reflect the school demographic and the wider population	All protected characteristics	Amber	Educate and allow all pupils to feel represented in their education and around the school	Heads of Department	Department QAs will include a review of school displays, 'What your child will learn' booklets and resources used in teaching and learning for evidence of diversity and inclusion	Termly review	July 2024
6.4 Respond to any patterns or trends that show a disparity between different races at KS4. Termly data reviews of progress 8 scores will be carried out to identify groups. The intervention will include mentoring, Targeted Academic Support Programme (TASP), additional subject materials and regular communication with parents.	Race and ethnicity	Amber	To provide an equitable standpoint of support in regard to ethnic background	SLT / Data manager	All groups in line with P8 measures	Termly review	July 2024