

## Academy Equality Objectives

Equality Objective	How will the impact be monitored?	Responsibility	Time Frames	Success Indicators
To increase participation from disadvantaged pupils in after school activities.	Attendance lists for Breakfast Club, Lunchtime and after school clubs. Targeted invitations for specific pupils to boost the attendance of disadvantaged pupils.	All staff	September 2018 – July 2019	All children have access to a variety of lunchtime and after school clubs throughout the year. Breakfast club is available for all pupils.
To narrow the gap between disadvantaged pupils and other pupils.	Monitor achievement data (RAG, trackers, SAT's results, PIRA/PUMA tests, phonics scores, EYFSP data etc) and act on any trends or patterns in the data that require additional intervention support.	All staff	September 2018 – July 2018	Ongoing analysis of data to ensure that the gap between disadvantaged and other groups is narrowed.
To continue to ensure that SEND pupils make accelerated progress and close the gap to their peers.	Monitor the Provision Map and achievement data (RAG, trackers, SAT's results, PIRA/PUMA tests, phonics scores, EYFSP data etc) to ensure that additional intervention support is built in to meet the needs of the pupils.	All staff	September 2018 – July 2018	Ongoing analysis of the Provision Map data to ensure that SEND pupils are making accelerated progress due to targeted interventions.
To develop cultural diversity and understanding in the Academy by including special focused curriculum days throughout the school year.	Monitor the quality of the focus days to ensure they include a variety of different activities, visitors and positive experiences. Monitor the level of understanding and engagement of pupils during the focus days.	All staff	September 2018 – July 2018	Positive attitudes to cultural diversity are visible in school literature and the curriculum. The curriculum has been enhanced by the inclusion of special focus days throughout the year and the children's understanding of other faiths has been developed.

Equality Objective	How will the impact be monitored?	Responsibility	Time Frames	Success Indicators
Promote equality of opportunity between disabled people and other people.	Monitor the Gifted and Talented Register to ensure disabled pupils are represented according.	All staff	September 2018 – July 2018	The talents of our disabled pupils are represented accordingly in the academy and are represented on the Gifted and Talented Register.
To ensure all pupils are given the opportunity to make a positive contribution to the life of the academy e.g. through involvement in the Academy Council, Playground Leaders and Rowena Rangers.	Monitor the Academy Council, Playground Leaders and Rowena Rangers to ensure the involvement of a diverse group of pupils.	All staff	September 2018 – July 2018	There is an increase in diverse participation in these academy groups, growth in confidence and positive identity of all pupils through the school.
To improve the attendance of all pupils and vulnerable groups.	Monitor the attendance of individual pupils and groups of pupils. Whole school attendance report to be produced through SIMs to monitor the attendance of groups of pupils. Monitor the attendance of class groups to provide the information for the school attendance display and newsletter.	All staff	September 2018 – July 2018	The attendance for 2018-2019 is an increase on the 2017-2018 figures and is above 96%. The attendance of vulnerable groups is in line with the attendance of non-vulnerable groups and is above 96%. All parents are aware of the importance of good attendance. Vulnerable families have received the necessary support from our Parent Support Advisor. Pupils with excellent attendance are rewarded.
Publish and promote the Equality Plan through the academy website and staff training.	Stakeholders will be questioned about their understanding of the plan and its outcomes.	All staff and AAB	September 2018 – July 2018	Staff and AAB are familiar with the principals of the Equality Plan and use them when planning lessons etc. Parents will be directed towards the website for awareness of the Equality Plan.

