

Equality and Diversity Action Plan 2021-2022

Equality Objective	How will the impact be monitored?	Responsibility	Time Frames	Success Indicators
Ensure Jigsaw, the academy's Personal, Social, Health Education and Relationships scheme supports pupils developing positive relationships with others and a respect for all and includes RSE provision for all.	Monitor the quality of Personal, Social, Health Education and Relationships teaching in each class throughout school. Monitor the level of understanding and engagement of pupils.	PSHCE Coordinator SLT All staff	New RSE scheme launched – September 2021.	Jigsaw is embedded in all classes. Staff are confident to teach the new curriculum. RSE is delivered well by staff. Pupils can verbalise what healthy relationships look like. Parents understand the new RSE curriculum.
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 2021 – July 2022	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, termly tests, phonics scores, EYFSP data etc) and act on any trends or patterns in the data that require additional intervention support.	All staff	September 2021 – July 2022	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, termly tests, phonics scores, EYFSP data etc) to ensure that additional	All staff	September 2021 – July 2022	Ongoing analysis of the Provision Map data to ensure that SEND pupils are making accelerated progress due to targeted interventions.

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To promote spiritual, moral, social and cultural development in the Academy by including special focused curriculum days throughout the school year.	intervention support is built in to meet the needs of the pupils. 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 2021 – July 2022	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.
To increase engagement with the local community to enhance the children's understanding of equality and diversity e.g. Link with local care home, Food Bank etc.	Increase in activities that encourage community participation.	All staff	September 2021 – July 2022	Pupils are more aware of the diversity within their local community.
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, Rowena Rangers and First Aiders.	Monitor the Academy Council, Playground Leaders, Rowena Rangers and First Aiders to ensure the involvement of a diverse group of pupils.	All staff	September 2021 – July 2022	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 2021 – July 2022	The attendance for 2021-2022 is an increase on the 2020-2021 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.
Continue to ensure that classroom and corridor displays promote diversity in terms of race, gender and ethnicity.	Increase in pupil participation, confidence and positive identity	All staff	September 2021 – July 2022	Diversity reflected in displays throughout school.
Publish and promote the Equality Plan through the academy website staff meeting and AAB Meetings.	Stakeholders will be questioned about their understanding of the plan and its outcomes.	All staff and AAB	September 2021 – July 2022	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.