

Equality Objectives 2021-23.

In compliance with the PSED Specific Duties

1. Close the gap of attainment in relation to disadvantaged students, gender, academically more able and SEND.
2. To review the staff entitlement on CPD provision.

Objectives	Person(s) Responsible	Actions Required	Timescale	Outcomes	Monitoring
1. To close the gap of attainment in relation to disadvantaged students, gender, academically more able (AMA) and SEND.	Directors of Progress and Enrichments AMA Lead Director of SEND	<ol style="list-style-type: none"> a. Ensure all context sheets held by staff clearly identify gender, disadvantaged, AMA and SEND students b. Staff training on raising the attainment of boys c. Interventions outlined in the Pupil Premium strategy d. AMA strategy including access to higher level education opportunities e. SEND strategy and regular SEND newsletters to all members of staff. f. Teaching that is never less than good; every lesson, every day 	<ol style="list-style-type: none"> a. Ongoing b. By end August 2022 c. Ongoing d. On-going e. Ongoing f. 12-week cohorts g. Ongoing 	<ul style="list-style-type: none"> • All teachers know their classes including those students who are disadvantaged, AMA and SEND • Seating plans are in place for all classes that mix friendship groups and support good learning. • Teachers are observed employing skills and tactics to close the gap in attainment between boys and girls. • The progress gap for SEND and disadvantaged students is closed • AMA and SEND reports to staff and Academy Council members. 	<ul style="list-style-type: none"> • Teaching file monitoring and formal lesson observations. • Tracking of student progress across all years and in particular students on alternative packages. • Teacher records of homework, parent feedback and student work trawls. • Phoenix report on vulnerable students • Student voice survey feedback. • Director of Teaching and Learning; learning walks
2. To secure the Equalities Award	Director of Personal Development	<ol style="list-style-type: none"> a. Complete audit for the Award 	<ol style="list-style-type: none"> a. September 2023 	<ul style="list-style-type: none"> • Award and promotion of ethos 	<ul style="list-style-type: none"> • Line management meetings • Action Plan tracker

Objectives	Person(s) Responsible	Actions Required	Timescale	Outcomes	Monitoring
	Director of Ethos				
3. To review the staff entitlement on CPD provision	Vice Principal Assistant Principal	a. Audit of CPD provision at the Academy. b. CPD strategy containing recommendations following the audit.	b. July 2022 c. Ongoing d. May 2023	Varied CPD programme for all staff.	<ul style="list-style-type: none"> • Audit of CPD programme • Termly review by SLT