

## Equality Objectives 2023-26

### 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 renew the School of Sanctuary Award
3. To review the staff entitlement on CPD provision.

Objectives	Person(s) Responsible	Actions Required	Timescale	Outcomes	Monitoring
<p>1. To close the gap of attainment in relation to disadvantaged students, gender, academically more able (AMA) and SEND.</p>	<p>Directors of Progress and Enrichments  AMA Lead  Director of SEND</p>	<p>a. Ensure all data and context sheets held by staff clearly identify gender, disadvantaged, AMA and SEND students b. Teaching is adapted to meet needs of all learners, inclusive of the rise in diversity 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 g. Curriculum update for Hinterland knowledge enriching core learning</p>	<p>a. Ongoing b. Ongoing c. Ongoing d. On-going e. Ongoing f. Ongoing g. September 2023 h. December 2023</p>	<ul style="list-style-type: none"> <li>• All teachers know their classes including those students who are disadvantaged, AMA and SEND</li> <li>• Seating plans are in place for all classes that mix friendship groups and support good learning.</li> <li>• Teachers are observed employing skills and tactics to close the gap in attainment between boys and girls.</li> <li>• The progress gap for SEND and disadvantaged students is closed</li> <li>• AMA and SEND reports to staff and Academy Council members.</li> <li>• Hinterland knowledge is embedded in curriculum schemes of learning</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching file monitoring and formal lesson observations.</li> <li>• Tracking of student progress across all years and in particular students on alternative packages.</li> <li>• Teacher records of homework, parent feedback and student work trawls.</li> <li>• Report on vulnerable students</li> <li>• Student voice survey feedback.</li> <li>• Director of Teaching and Learning; learning walks</li> </ul>

Objectives	Person(s) Responsible	Actions Required	Timescale	Outcomes	Monitoring
		h. Implementation of reading focus in tutor time with key texts on equality, racism and diversity			
2. To renew the School of Sanctuary Award	Director of Personal Development Director of Ethos Library review	a. Complete portfolio for the Award b. Student Competition	a. December 2023 b. October 2023	<ul style="list-style-type: none"> <li>• Award and promotion of ethos</li> </ul>	<ul style="list-style-type: none"> <li>• Line management meetings</li> <li>• Action Plan tracker</li> </ul>
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.	a. July 2024 b. Ongoing c. May 2023	Varied CPD programme for all staff.	<ul style="list-style-type: none"> <li>• Audit of CPD programme</li> <li>• Termly review by SLT</li> </ul>