

Equality Plan 2016/2018

Objective	Actions	Who leads	Timescale	Impact on T&L	Monitoring/Evaluation
To ensure that all students make progress including vulnerable groups	Establish new data management systems to allow accurate and detailed monitoring of progress (Go4Schools/SMID)	LR	From Sept 2016	Gap between all students & vulnerable groups decreases	Through analysis of data & regular line management meetings
	Further develop teachers' use of data to plan lessons to address underachievement & increase challenge	SLT Line Managers		Students more challenged in their lessons	Raising standards meetings SLT Learning walks
	Improve the quality of teaching & learning through our TLC staff inset programme to ensure increased challenge & effective differentiation in lessons	HD	From March 2017	Afl strategies used more frequently and consistently in lessons	SLT Learning walks Feedback from TLC leaders
	Regular meetings with senior staff & middle leaders to discuss student progress & support	LR/ML	Monthly	Lessons are differentiated so that all students can make progress	SLT learning walks Book checks
Ensure all students have access to high quality IAG including vulnerable groups	All students receive careers interview in Yr. 9 & 11 Targeted students (EAL, SEND, CIN, LAS, EHCP & at risk of NEET) receive extra focus interview	LI	From May 2016	All students' progress to further education or employment with training Increased number of students study at level 3	WRL report to governors Destinations analysis

Ensure all students have access to all appropriate curriculum	Review KS3 & KS4 curriculum to ensure it meets all statutory requirements & offers a range of qualifications	DHT Curriculum	Sept 2016	Increased number of students make progress in all subjects	Options uptake / progress 8 measure
	Free choice of options guide students to uptake of progress 8 * ebacc subjects	LS CL FT/Subject	Jan 2017	Increased number of students take ebacc qualifications	LGB
Eliminate discrimination, harassment & victimisation	Ensure sufficient opportunities within the school's curriculum to address equality	KL	All Year	Effective Cz days, lessons & extra-curricular activities inform students about equality	Faculty reviews, lesson observations, Cz days, assemblies, form tutor meetings, displays in the school – <i>SLT/CL/SL Students' discrimination in school are informed of equality objectives (?)</i>
	Promote British Values effectively	CW	Termly	Ensure that there is an effective system for reporting incidents and that staff are aware of the system.	
	Report all incidents of homophobic, sexist & racist discrimination, harassment & victimisation	CW			
	Monitor reports of discrimination, harassment & victimisation	CW	Termly	Monitor reported incidents to see if decreased or eliminated in school	SLT/HOC/LGB monitor incident reports on homophobic, sexist & racist discrimination
Promote positive attitudes & relationships	Promote cultural awareness of religious beliefs between different ethnic groups	CW/KL	Termly	Assemblies to promote all UK main stream religions; Buddhism, Christianity, Hinduism, Islam, Judaism, Sikhism	Assemblies are evaluated in form tutor meetings – HoC
	Monitor the promotion of the involvement of all groups of students in extra-curricular activities & awards for all	JC/DT	All Year	Attendance of extra-curricular activities of all groups of students increased	CW to monitor the distribution of awards for all groups of students
	Displays & TV monitors promote positive attitudes & relationships through growth mindsets	KL	Termly		JC to monitor extra-curricular activities for all groups of students
	Deliver a PREVENT programme	KL	Yearly		