

Equality Objectives: OASP

Objectives	Person (s) responsible	Actions required	Timescale	Outcomes	Monitoring
To reduce prejudice and increase understanding of equality through direct teaching across the curriculum	Equalities Champion, Curriculum Leads, year 6 team, phase leaders	<ul style="list-style-type: none"> • Implement relationship guidance on different types of relationships • Purchase new books to reflect diversity in society, looking at No Outsiders Programme. Visit Ryelands to see programme in action. • Monitor behaviour logs for patterns in specific groups 	<ul style="list-style-type: none"> • July 2019 • July 2019 • April 2019 • Ongoing 	<ul style="list-style-type: none"> • Relationship guidance reflects diversity in community in line with new statutory regulations • Book corners reflect diversity in classrooms • Reduce patterns in behaviour logs 	PLT, lesson planning scrutiny, behaviour log analysis
Increase representation of teachers and leaders from BAME backgrounds	Principal	<ul style="list-style-type: none"> • Attend Breaking the cycle event • Set up local action group involving staff and parents 	<ul style="list-style-type: none"> • March 2019 • April 2019 	<ul style="list-style-type: none"> • Increased representation of BAME groups in profession and in leadership 	Principal / Academy council / HR: staff analysis
To ensure our previously LAC children have equality of opportunity of access and opportunity	AP Inclusion / Principal	<ul style="list-style-type: none"> • Set up team and provision map for every previously-LAC child and communicate this with parents / carers • Use PPG+ funding effectively • Training for all staff on latest research into promoting educational well-being of previously looked-after children • Build relationship with VSC in this regard. 	<ul style="list-style-type: none"> • July 2019 	<ul style="list-style-type: none"> • Previously LAC children make progress at least in line with their peers. • Parents and carers report they are happy with their children in school, emotionally and academically. 	Principal / meeting notes

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<p>To reduce the incidence of the use of homophobic language by students in the Academy</p>	<p>Diversity Officer, AP Inclusion.</p>	<ul style="list-style-type: none"> • Training for staff and leaders. • Assemblies and tutor time resources. • Updated behaviour system to include use of homophobic language specifically. • Analysis of incidents and follow up • Work with Stonewall to support. 	<ul style="list-style-type: none"> • March 2019 • March 2019 • March 2019 • Ongoing • Ongoing 	<ul style="list-style-type: none"> • Reduction in homophobic language. 	<p>Diversity Officer, AP Inclusion through behaviour analysis and lesson observations.</p>
<p>To narrow the gap between boys and girls in English and Maths KS3 and KS4 results.</p>	<p>Associate Principal, Deputy Principal Progress, Head of English and Head of Maths</p>	<ul style="list-style-type: none"> • Regular gap analysis using SISRA. • Targeted support for students underachieving in lessons. • Intervention outside of lesson where appropriate for key groups of students. 	<ul style="list-style-type: none"> • Termly after each assessment. • Ongoing. • Reviewed termly. 	<ul style="list-style-type: none"> • Increased achievement for boys in English and Maths. 	<p>Associate Principal through data analysis and lesson observations.</p>
<p>To continue to develop our tutor time curriculum which celebrates diversity, in line with new government guidance.</p>	<p>Deputy Principal Behaviour and Safeguarding</p>	<ul style="list-style-type: none"> • Updated curriculum analysis. • Review last year's curriculum, including staff and student feedback. • Update based on feedback. 	<ul style="list-style-type: none"> • July 2019 • July 2019 • September 2019, reviewed half termly. 	<ul style="list-style-type: none"> • Improved tutor time curriculum. • Greater awareness of diversity for students. 	<p>Deputy Principal via observations of tutor time delivery and curriculum analysis.</p>