

Equalities Plan Review Oct/Nov 2022

Link to public sector duty	Protected characteristic	Aim	Objective	Target group(s) e.g. whole school, girls, boys, SEN, staff etc.	Action	Who's responsible?	Dates from and to	Milestone/progress
All aims of duty:	All protected characteristics	To increase pupil, staff and governors awareness of legal and human rights and the responsibilities that underpin society	For pupils to understand they have rights, how they can exercise their rights and understand how rights link to responsibilities	All pupils and staff	PSHE whole school programme to include right and responsibilities, with links to British Values and SMSC RE and Philosophy and Ethics curriculum	Senior Leadership Team and Trust Board	From Sep 2021- Sep 2022	<p>Whole school mapping of SMS and safeguarding including PSHE</p> <p>Phil and E now has a british values question linked to each topic to make clear the link for students</p> <p>Academy working towards Rainbow Flag Award</p> <p>LGBT Well Being Group</p> <p>Safeguarding Student Voice group includes vulnerables groups, including</p>

								<p>SEND and CLA students</p> <p>PSHE curriculum updates?</p> <p>Student council?</p> <p>Analysis of trends to inform curriculum planning and tutor programme</p>
All aims of duty	All protected characteristics	To increase the participation of pupils/students from minority, marginalised or vulnerable backgrounds in school life	Increase the diversity of pupils/students involved in the decision making processes of the school	Minority, marginalised and vulnerable pupils/students	Identify which groups are underrepresented in the Student leadership Team and/or pupil voice processes within the	SLT, teacher with responsibility of Student Leadership	From Sep 2021- Sep 2022	<p>ACE Provision – provides students from vulnerable backgrounds access to learning during and after the school day.</p> <p>PSHE curriculum updates?</p> <p>Student council?</p> <p>Scholarship programme?</p> <p>Student voice questionnaire feedback?</p>

					school. Set up group of pupils/students to develop actions which better involve the target group			<p>Staff safeguarding email alert.</p> <p>Parental engagement strategies to develop personalised programmes for individuals</p> <p>Use of external partners eg Community Schools' Officer</p>
Eliminate unlawful discrimination, harassment and victimisation Equality of opportunity	All	To ensure that policy and practice relating to the recruitment, retention and training is inclusive of the diverse needs of applicants and staff	Identification of equalities training needs in relation to protected characteristics Improved data collection and analysis on staffing issues Staff reporting improved sense of inclusion	Applicants and all school staff including volunteers	Ensure alignment with local authority guidance. Improved data collection and monitoring of equality information relating to staff. Analysis of staff training completed in relation to equality	SLT and Human Resources	From Sep 2021- Sep 2022	<p>Through class charts identify discrimination and dealt with through safeguarding</p> <p>Staff Well Being Survey</p> <p>Staff WellBeing Group</p> <p>Diversity Lead Molyne Mtambara</p>

								<p>Staff CPD 2021-2022 included LGBT plus 9Rights and Responsibilities) and Unconscious Bias in Education</p> <p>Parental engagement strategies to develop personalised programmes for individuals</p> <p>Use of external partners eg Community Schools' Officer</p>
Eliminate unlawful discrimination, harassment and victimisation	Sexual Orientation/Race/Gender identity/Disability/Religion or belief	To prevent and respond to all hate incidents and prejudiced based bullying	Students feel safer as reported in pupil voice work and feel incidents will be dealt with. Increased staff confidence Implementation	Whole school and specifically BME /LBGTU/SEND pupils/students or those from a Faith background	To review and update existing policies and practice relating to bullying. Access staff training. Ensure continuing	SLT	From Sep 2021-Sep 2022	<p>Through class charts identify discrimination and dealt with through safeguarding</p> <p>Whole academy review of hate Incidents held by DSL</p> <p>Termly report to Trust Board on all</p>

								<p>hate incidents and follow up actions</p> <p>Student feedback from questionnaires?</p> <p>PSHE curriculum updates / assemblis?</p>
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			<p>of Class Charts reporting for Anti-social behaviour and hate incident reporting to improve accuracy increase reporting rates.</p>		<p>professional development for staff to develop skills in identifying and challenging homophobia and transphobia. Promotion of hate incident recording to students during anti bullying week</p>			
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Eliminate unlawful discrimination, harassment and victimisation Fostering good relations	Sexual Orientation	To ensure LGBTQ pupils are accepted and homophobia, Transphobia and biphobia is challenged	Increased staff confidence in dealing with and reporting rates of LGBTQ bullying. Rates of LGBTQ bullying and use of homophobic language decreases	Whole school and specifically LGBTQ students	Utilise PSHE Association resources in PSHE. Celebrate lesbian, gay, bisexual and transgender (LGBTQ) History Month	PSHE Lead	From Sep 2021- Sep 2022	<p>ACE follows the main schools PSHE programme during tutor and lesson time.</p> <p>PSHE curriculum updates?</p> <p>LGBTQ+ allies group?</p> <p>Rainbow flag award</p>
Advance equality of opportunity	Sex	To increase the confidence of some students in accessing	Reported increase in pupils/students accessing local	Targeted students, including those with SEND	Establish and run small group sessions for targeted students	LCulshaw (SENCo)	From Sep 2021- Sep 2022	<p>ACE include kick boxing for all students for a 10 week project.</p> <p>School nurse update?</p> <p>PSHE – do we invite the sexual health clinics in?</p> <p>SASSY programme is run in the LINK for ASD students.</p>

								IME trained to deliver SASSY.
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		sexual health services.	sexual health services					
Advance equality of opportunity	Sex	To ensure that girls are equally involved in physical activity	Improved participation of girls in targeted sports activities	Girls	Monitor attendance of girls at outofschool hours sports clubs. Survey girls and understand barriers to participation		From Sep 2021- Sep 2022	PE input? Girls football?
Advance Equality of Opportunity	Disability	To improve physical accessibility to the main building	Students and families to safely access the main academy building	Students with physical disability	Improve parking signage Add further disability parking spaces Move visitor parking spaces Improve the system of car park checking	LCulshaw SEnCo Facilities Team Business Manager		The parking areas have been significantly overhauled with new painting and signage. Car park access has been overhauled to prioritise blue badge holders and those with mobility issues.

								<ul style="list-style-type: none"> - Dropped curbs are planned - Advice has been sought from ESCC re. funding for path to field - TA specialising in P&S needs
Advance Equality of Opportunity	Disability	To improve physical accessibility to the sports fields	Increased participation in all sports activities	Students with physical disability	Work with ESCC to request a review of the public footpath to ensure wheelchair accessibility to sports field, particularly in inclement weathers			PE input?

Advance equality of opportunity	Disability/ All	To increase social and emotional skills for pupils/students with social, emotional and mental health needs	Improved ability by pupils/students to handle difficult situations and a reduction in classroom disruption	Pupils/students with social, emotional and mental health needs.	Train staff to deliver small group work sessions to support targeted pupils/students in developing social and emotional skills. Increase mental Health First Aid capacity across the academy	SENCo	From Sep 2021- Sep 2022	<p>ACE classes are between 8 – 12 students with a teacher and TA. Identified students have inventions from MHFA</p> <p>PSHE curriculum – rehearsing difficult conversations.</p> <p>Restorative behaviour work?</p> <p>MHFA capacity has been increased.</p> <p>SEMH interventions delivered on site to ACE students.</p> <p>The wellbeing Hub has been established.</p>
Advance equality of opportunity	Disability	To better understand the needs of disabled students and	Improved access and communication with disabled parents/carers	Disabled parents/carers	Raise student awareness of disabilities including		From Sep 2021- Sep 2022	Staff training on neurodiversity has been delivered with ADHD focus.

																		DLI proof reading external communications.
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		parents/carers within our school community			hidden disabilities. Make all information home to parents more accessible and less wordy. Gather and record information relating to disabled parents													
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Advance equality of opportunity	Sex	To promote opportunities for boys and girls to learn more about career opportunities which challenge gender stereotyping	Positive changes in options around work experience and diplomas	Year 10	Provide activities that allow pupils/students to explore gender stereotyping in careers		From Sep 2021- Sep 2022	Donna/Lee?
Advance equality of opportunity	Other	To improve the attainment of pupils eligible for free school meals	Improved attainment	Children eligible for free school meals	Collate and analyse data relating to attainment by target group		From Sep 2021- Sep 2022	Craig/Craig?
Advance equality of opportunity	Race	To improve the achievement of	Improved attendance and	Gypsy, Roma Traveller children	Collate and analyse data relating to		From Sep 2021-	New EAL coordinator working with ESCC TEALS (which includes Traveller, English as an additional language service).

		hard to reach pupils	attainment by this group		Attainment and attendance by target group. Identify strategies to improve attainment of this group.		Sep 2022	
Fostering good relations	Age	To improve understanding and to challenge stereotyping between young and older people	Increased positive attitudes towards each other		Set up a creative arts project on RESPECT within the academy and local community		From Sep 2021- Sep 2022	PSHE? Creative Partnership work?