



Equality Action Plan 2012-2016

Objectives	Actions	Responsibility	Success Criteria	RAG rating
<p>To continue to address across school variation in performance where it exists.</p>	<p>To continue to provide information at each data point to all staff concerning the performance of all students.</p> <p>To break down the information to specific groups of children to include Pupil Premium, LAC, EAL, G&T, IYT and males in the sixth form</p> <p>To use KIT time between Middle and Senior Leaders to monitor and track progress of all students and identified groups.</p> <p>To put intervention strategies in place where there is an identified need.</p> <p>To monitor and track the effectiveness of these intervention strategies under the QA system.</p> <p>Intervention strategies evaluated.</p> <p>To use Pupil Premium funding to support Intervention initiatives</p> <p>Monitor use of Pupil Premium to support these initiatives</p> <p>Use progress matrices to raise attainment of all students.</p>	<p>Data manager and Senior Leadership Team lead</p> <p>Data manager and Senior Leadership Team lead</p> <p>Curriculum Leaders/Senior Leadership Team</p> <p>Curriculum Leaders</p> <p>Curriculum Leaders</p> <p>RAP leaders with Curriculum Leaders</p> <p>Finance & Resources Manager/Senior Leadership Team</p>	<p>-All staff to have identified any variations in performance and have taken steps to reduce such differences.</p> <p>- Intervention strategies are evaluated to show a reduction in variations of performance across the whole school -Evaluation of performance of all groups highlights a reduction in school variations</p>	

<p>Created by: Miss M Boyle, AHT Teacher Support</p>	<p>Reviewed and updated by: Miss M Boyle – AHT Teacher Support</p>	<p>Reviewed and updated by: Mr T Costello – Deputy Headteacher KS3/KS4</p>	<p>Formally approval by the Full Governing Body</p>	<p>Review Date Action Plan to be reviewed annually</p>	<p>Page 1 of 4</p>
<p>23-11-2012</p>	<p>17 June 2014</p>	<p>7 May 2015</p>	<p>10 June 2015</p>	<p>Summer Term 2016</p>	



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To consult with all stakeholders on an annual basis.	To consult with students, parents, and staff by: -Issuing annual questionnaires to monitor equality of opportunity. -Targeting areas of inequality that have been highlighted. -Monitor and evaluate stakeholder responses.	Deputy Headteacher KS3/KS4 Assistant Headteachers – KS3/KS4/KS5	75% or more of respondents register an overall positive response through questionnaires.	
A reduction in all hate and race incidents	A strategic use of Form and Assembly time, PSHE lessons/compressed days to promote tolerance and generate positive relations between different groups within the school and wider community.	Curriculum Leaders/Form Tutors	Zero incidents of race or hate in the school	
To reduce the number of fixed term and permanent exclusions across the whole school, especially in Year 11	Target all students who have been highlighted through the early Intervention strategies specifically Year 11 students.	Progress Leaders	In 2015-2016, zero permanent exclusions and a 75% reduction in Year 11 fixed term exclusions.	
To evaluate the quality of teaching and learning across the whole school and ensure a reduction in any inequalities.	To monitor and evaluate the quality of teaching and learning across the whole school.	Assistant Headteacher Teaching and Learning	Increase in the number of teaching staff who are graded 'B' or above.	

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Maintain high standards of communication between the SENCo and the rest of the school to support all groups of students and reduce in equality.	<p>SENCo to communicate specific needs of individual students to all staff and support reduction of inequality.</p> <p>Support plans put in place.</p> <p>In-service training for all staff.</p>	SENCo CPD Co-ordinator	All staff meeting the needs of individual students as evidenced by the number of SEN students making at least 3 levels of progress.	
Increase the knowledge and understanding of the wider school community to ensure equality of opportunity and fair treatment of all.	<p>PSHE, Assemblies, Form time, and CPD for staff and Governors.</p> <p>Support for a range of different faith groups, local community organisations and other schools to target inequality.</p>	<p>Progress Leaders</p> <p>Senior Leadership Team</p>	90% of the school community actively participate in CPD or other activities to promote equality of opportunity and respect for diversity.	
To support Governors in monitoring the Equality policy and ensure its objectives are met.	Governor input in the annual review of the Equality policy and Action Plan.	Deputy Headteacher KS3/KS4	Governors challenge the content of the Policy and strategically amend its content to secure equality of opportunity.	

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Ensure all staff follow the Equality policy and procedures.	CPD across the school year.	Deputy Headteacher KS3/KS4 CPD Co-ordinator	Staff are able to identify and successfully intervene to address inequality across the school and within the wider community.	

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