

Academy Annual Assessment of Impact of Actions

Updated September 2017

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the time frames?	Early success indicators
Increase the understanding and appreciation of the diversity of our multicultural society, especially with students of white British origin which make up the vast majority of a student population.	Ensure the curriculum provides opportunities to explore and appreciate the differing cultures that make up our society through a variety of learning opportunities. Ensure displays on corridors promote a multi-cultural society.	Attendance lists to lessons and step up days. Work scrutiny and lesson observations. Questioning stakeholders about their understanding.	All staff	September 2017 onwards	All students have access to the various curricular opportunities.
Ensure that the growing number of EAL students joining the academy are afforded the necessary support to ensure their performance is in	Monitor and analyse pupils achievement including those categorised as EAL students to ensure that the required support is actioned.	Progress and attainment data analysed by specific groups.	Principal, senior team and all staff.	Annually in September.	Analysis of data indicates progress in line with expectations.

line with other students.					
3. Raise attainment in English and maths (Basic) for male learners so it's in line with female learner's performance.	Monitor and analyse pupils achievement to ensure that the required support is actioned.	Progress and achievement data analysed by gender.	As above	As above	As above

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Race Equality Duty	Identify, respond to and report racist incidents.	SLT will use the data to assess the impact of the school's response to incidents.	SLT & EAB	Reporting: Termly	Teaching staff are aware of and respond to racist incidents. Consistent nil reporting is challenged by EAB.
Disability Equality Duty	Review accessibility audit to identify and remove, where identified, physical barriers.	Principal and Finance Manager	Principal	Annually	Issues raised on accessibility plan are addressed and actions put in place at the finance sub committee.
Community cohesion	Celebrate cultural events to increase pupil awareness and understanding of different communities.	PSHE assessments	SLT	Ongoing	Increased awareness of different communities shown in PSHE assessments.