



Equalities Action Plan 2017 - 2018

Goal	Objective	Timeframe
<p>Ensure the academic performance of all groups of students including: SEN, disadvantaged, gender, low, middle and high exceeds national average on all measures and the within Academy gap decreases over time.</p>	<p>Ensure that all staff have the highest expectations from boys, SEN and ‘disadvantaged students’ which is reflected in demanding and challenging lessons where excellent progress is made.</p>	<i>Ongoing</i>
	<p>Identify specific strategies in specific classes which will support and enable students to progress.</p>	<i>Ongoing</i>
	<p>Marking and feedback on what the gaps are and how these gaps can be closed by students is clearly evident in their books.</p>	<i>Ongoing</i>
	<p>Regularly review the impact of these strategies through conversations with students and staff as well as through data analysis to ensure that the gap does not widen.</p>	<i>November 2017, March, May 2018</i>
	<p>IESSP have strategies which directly link to supporting the learning needs of SEN students. Staff use these specific strategies with specific classes and feedback to HOD and SEN departmental link how the support is enabling SEN students to progress.</p>	<i>Monthly</i>
	<p>HODs monitor the use of specific SEN strategies in lessons, and support staff to regularly feedback what works and what is not working.</p>	<i>Ongoing</i>
	<p>SMT undertake learning walks, work scrutiny and student voice (case study) to review the effectiveness of support for SEN, disadvantaged and more able.</p>	<i>Half termly</i>
	<p>Analysis of the data after each data capture to look at trends across the Academy.</p>	<i>November 2017, March, May 2018</i>
<p>Regular meetings with academic team to review practices and to ensure there is one coherent system within the Academy.</p>	<i>Monthly</i>	