Equalities Action Plan 2018 - 2019

Goal	Objective	Timeframe
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.	Ensure that all staff have the highest expectations from boys, SEN, more able and disadvantaged students which is reflected in demanding and challenging lessons where excellent progress is made.	*Ongoing*
	Identify specific strategies in specific classes which will support and enable students to progress.	*Ongoing*
	Marking and feedback on what the gaps are and how these gaps can be closed by students is clearly evident in their books.	*Ongoing*
	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.	*November 2018, March, May 2019*
	Individual Learning Plans (ILP), Sen Support Plans or Student Passports have strategies which directly link to supporting the learning needs of SEN students. All teachers use these specific strategies with specific classes and feedback to HOD/subject leads and SEN departmental link to evaluate how effectively this support is enabling SEN students to progress.	*Ongoing*
	AVP (Wellbeing), IL Co-ordinator and AVP (Senior Strategic Director) monitor the use of specific SEN strategies in lessons, and support staff to regularly feedback what works and what is not working.	*Half termly*
	SMT undertake learning walks, work scrutiny and student voice (case study) to review the effectiveness of support for boys, SEN, more able and disadvantaged students.	*November 2018, March, May 2019*
	Use of SIP to quality assurance effectiveness of teaching and learning processes and evaluation of effectiveness.	*Termly*

Goal	Objective	Timeframe
	Analysis of the data after each data capture to look at trends across the Academy and identify specific key actions.	*November 2018, March, May 2019*
	Regular meetings with academic team to review practices and to ensure there is one coherent system within the Academy.	*Monthly*