



These equality objectives are set in line with the Trust's overarching Equality policy. The purpose of the objectives are to eliminate discrimination, advance equality of opportunity and to foster excellent relationships within the school and between the academy and the local community.

The objectives will be reviewed during the academic year to ensure that these are on track to be met. Steps will be put in place should the objectives not be on track, in order that further support can be available to meet the objectives.

Equality Objective	Actions	How will the impact be measured	Who is responsible
To improve the attendance and outcomes for SEND/disadvantaged students.	Analyse data for SEND /Disadvantaged students to ensure that the gap is closing to national. Ensure that each SEND student has a key worker who is monitoring the attendance and outcomes of their students. SEND reviews will focus upon outcomes and attendance data.	Improved outcomes for SEND/disadvantaged students to ensure that the gap is closing to national. Positive feedback from student voice and from parental voice regarding SEND provision and the support in place for SEND students. Ensure that there are regular discussions at governors regarding pupil premium and SEND funding.	SENDCO Vice Principal (Inclusion)
To ensure that all staff members are equipped to deal with discussing equality issues or issues of equality which may arise.	Provide training and support for all staff to be able to discuss equality with confidence and to deal with any issues which arise. Continue to work with outside agencies, on areas such as LGBTQ and Hate Crime in order to increase awareness and skills.	Training logs High quality feedback from these sessions. Reduced incidents	Vice Principal (Inclusion) S Fiddler
To ensure that our website conforms to WCAG 2.0 level A	Complete update of website	Transition to new website. Data regarding website use	Publicity Officer with support from Trust
Ensure that the curriculum and teaching and learning methods are inclusive, representative, promote inclusion and physical activity for	Audit existing curriculum to ensure these areas are covered. Discuss these areas across the department.	Pupils are able to speak confidently about areas of diversity, equality and inclusion and provide examples of where this has been included across	F Welsh S Hands S Fiddler

students with a disability and challenge stereotypes to promote community cohesion and a positive image of a diverse community		the curriculum	
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