



Equality Objectives Action Plan 2020-2024

Objective 1: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Objective 2: To raise levels of attainment in core subjects for vulnerable learners.

Impact/Success Criteria/Outcomes

All pupils have equal access to the curriculum.
 All children regardless of their race, gender and disability are supported in their learning.
 No groups of pupils underachieve.

Monitoring & evaluation

Data Analysis
 MRA Tracking Systems
 Work/planning scrutiny
 Lesson Observations

Tasks/Actions

- To ensure that the curriculum is relevant to the whole academy population
- To build upon the existing programme of events, trips and visitors
- Staff to receive appropriate training to support children with specific needs
- Where necessary children with specific needs are to have a care plan and risk assessment in place
- Ensure that the physical environment meets the needs of all pupils
- Pupil data to be evaluated to ensure all children are achieving and attaining in line with their peers. Where this is not the case, interventions are to be put in place to ensure gap is closed

Objective 3: To review levels of parental and pupil engagement in learning and academy life, across all activities to ensure equity and fairness in access and engagement.

Objective 6: To monitor and promote the involvement of all groups of pupils in the extra-curricular life of the academy, including leadership opportunities, especially pupils with special educational needs.

Impact/Success Criteria/Outcomes

All pupils have equal access to the curriculum
 All Parents have equal access to all aspects of academy support
 All children regardless of their race, gender and disability are supported in accessing and engaging with all activities

Monitoring & evaluation

Data Analysis
 MRA Tracking Systems
 Enrichment programme analysis
 Parent Workshop and events analysis

Tasks/Actions

- To ensure that the curriculum is relevant to the whole academy population
- To build upon the existing programme of events, trips and visitors
- To provide a balanced parent workshop programme
- Review timetable of events for parents, to ensure activities are offered at times that are accessible to all
- Staff to receive appropriate training to support children and parents with specific needs
- Ensure that the physical environment meets the needs of all pupils and parents
- Pupil data to be evaluated to ensure all children are achieving and attaining in line with their peers. Where this is not the case, interventions are to be put in place to ensure gap is closed.
- Homework policy reviewed regularly. Home learning to be accessible to all parents and pupils
- All pupils have equal opportunities to be elected for leadership roles
- To review termly the Enrichment Club offer and ensure all groups of pupils have equal access and engagement

Objective 4: To endeavor to ensure that the staff cohort and representation of staff in leadership roles is reflective of the local community and pupil cohort. Ensuring we continue to work on narrowing our gender pay gap.

Impact/Success Criteria/Outcomes

Monitoring & evaluation

Applicants from all backgrounds are encouraged to apply for positions.
 Gender pay gap for 'like for like' or 'positions of equal value' is eliminated across the federation.
 Ensure that Leadership roles within the Federation are held by a racial and gender balanced cohort of employees.

Data Analysis equality data tracking
 Data Analysis & monitoring / review of pay and benefits
 Data Analysis and monitoring, ensuring that all advertising encourages a diverse response.

Tasks/Actions

- To ensure that The Federation continues to pay close attention to the Safer Recruitment Policy and in particular the equality guidelines contained therein
- To ensure that all new appointment are governed by the guidelines in our Pay Policy, and all positions are benchmarked against these criteria to ensure equal pay for equal work, regardless of protected characteristics or bias.
- To continually and diligently monitor equalities and recruitment data to better facilitate meaningful and progressive discussion among the leadership team.

Objective 5: To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our community	
Impact/Success Criteria/Outcomes	Monitoring & evaluation
All pupils have equal access to the curriculum. All children regardless of their race, gender and disability are supported in their learning .	RE scheme of work and analysis Work Scrutiny
Tasks/Actions	
<ul style="list-style-type: none"> • To ensure that the RE curriculum is relevant to the whole academy population • To build upon the existing programme of events, trips and visitors to promote cultural understanding • To continue the CPD for the RE subject leader and all staff • To work with Hackney Education to develop the RE curriculum and scheme of work • To continue to celebrate pupils' understanding and awareness through displays in the learning environments • To review the assembly programme each term 	