



<b>Equality Objective: Promoting a whole Academy Equality ethos</b>					
<b>Equality Strand</b>	<b>Action</b>	<b>How will the impact of the action be monitored?</b>	<b>Who is responsible for implementing?</b>	<b>What are the timeframes?</b>	<b>Early success indicators</b>
All	Promote the Equality Plan through the whole school website, school newsletter and INSET	Monitoring of website and meeting minutes and CPD plan for year.	Headteacher	Spring term 2020 - 21 and ongoing	Staff are familiar with the principles of the Equality Plan and use them when planning lessons.
Disability Equality Duty	Ensure all staff are aware of staff and students with disabilities and the guidance required for each member of staff.	Improved access to all parts of the building	Health and Safety SLT lead	July – Oct 18	Adoption by Directors
<u>Review:</u>					

# 10 EQUALITY OBJECTIVES

## St Mary's Catholic Academy



**Equality Objective:  
Progressing Equality in Attainment through the Curriculum & Monitoring of Student Attainment**

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	<p>Monitor and analyse pupil achievement by socio – economic group i.e disadvantaged students, SEND with respect to progress 8.</p> <p>Target intervention resources at disadvantaged and SEND students to close any achievement and attendance gaps particularly with respect to persistent absence.</p>	<p>Achievement analysed by gender, socio-economic data Analysis of disadvantaged students.</p> <p>Attendance monitored by analysing data in respect of absence and persistent absence.</p>	<p>HoDs/HOLH SLT</p> <p>HOLH/SLT</p>	<p>Sept 2020 – July 2022</p> <p>Sept 2020 – July 2022</p>	<p>Analysis of teacher assessments and results spreadsheet shows progress 8 gap for disadvantaged and SEND students has closed.</p> <p>Attendance data shows closing of gap between disadvantaged and none disadvantaged students.</p>
All	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 (eg, EAL, gender)	Achievement data analysed by race, gender and disability	HoDs / HOLH / SLT	Part of analysis of Directors data drops.	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups

Review:

10 EQUALITY OBJECTIVES

St Mary's Catholic Academy



**Equality Objective:  
Progressing Equality through Engagement with Student Population**

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
Race Equality Duty	Identify, respond and report racist incidents. Report to SLT.	The Headteacher will use the data to assess the impact of the Academy's response to incidents i.e. have whole Academy / year group approaches led to a decrease in incidents, can repeat perpetrators be identified, are pupils and parents satisfied with the response?	Head teacher	Sept 2020 – July 2022	Teaching staff are aware of and respond to racist incidents
Race equality duty	Ensure PSHE curriculum ensures opportunities to explore race equality in multi-cultural Britain as part of British Values.	Monitoring of planned curriculum and through temperature checks	HoD:PSHE/HOLH/SLT	Sept 2020 – July 2022	Increased awareness of equality issues and reduction in related incidents.
Race Equality Duty	Improve opportunities to explore race equality through the general curriculum by introducing a black history month	Monitoring of planned curriculum and through temperature checks	HoD/HOLH/SLT	Sept 2020 – July 2022	Increased awareness of equality issues and reduction in related incidents.

Review: