

Academy Annual Assessment of Impact of Actions

Action	How will the impact be monitored?	Responsibility	Time Frames	Success Indicators
Promote equality of opportunity and ensure all pupils have access to all activities provided, according to their age and ability.	Attendance lists for school trips, work scrutiny, lesson observations, clubs and other extra-curricular activities.	All staff	September 2016 – July 2017	All learning, visits and clubs are planned for and open to all children.
Publish and promote the Equality Plan through the school website and staff training.	Question stakeholders about their understanding of the plan.	All staff and EAB	September 2016	Staff are familiar with the principles of the Equality Plan and use them when planning lessons, creating classroom displays. Parents are directed towards the website for awareness of the Equality Plan.
Monitor and analyse pupil achievement by race, gender and disability and act on any trends of patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability.	Leadership team	Continually at RAG meetings	ADP includes boys as some younger boys are not performing as well as girls in school.
Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability.	Increase in pupils' participation, confidence and achievement levels.	All staff	September 2016 – July 2017	Evident in: displays work scrutiny assemblies

Ensure that displays in classrooms and corridors promote British Values.	PSHE and learning/environment walks.	All staff	September 2016 – July 2017	British Values displays around school, referred to in classes and a weekly BV assembly.
Identify, respond and report racial, homophobic, sexist incidents.	Leadership team will use the data to assess the impact of the school's response to incidents.	Leadership team and EAB	September 2016 – July 2017 Reported termly to EAB	Staff are aware of required actions following any racist incidents. EAB minutes report termly updates
Review accessibility audit to identify physical barriers and develop a programme to remove barriers.	HOA, SENCo and Finance Manager	HOA and Business Manager	September 2016 – July 2017	School is accessible to all including wheelchair users.
Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid and Christmas.	Pupil voice, purple learning journey books, displays	All staff	September 2016 – July 2017	Evident in: displays work scrutiny assemblies