

Equality Plan and Objectives



School:	Pix Brook Academy
Principal:	Mr Steve Adams
Link Governor (if appointed):	
Date published:	19 th April 2021
Review date:	Reviewed Sept 2023 April 2024 (reviewed annually in the Autumn)

Objective 1: Pupil achievement is unaffected by issues of inequality

Key Action(s)	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Evaluate the quality teaching and its impact on the learning of all protected characteristic groups	SAS / IKM	Ongoing	The school's own evaluations of the quality of teaching • External evaluations of the quality of teaching • The views of pupils, parents and staff of the quality of teaching • Analysis of pupil progress by subject, cohort, pupil group and teaching group • The effective strategies for improving teaching: identifying and using best practice; monitoring and acting on the findings; coherent CPD (including coaching, training (inc Child Protection), mentoring, curriculum development, and tackling underperformance) • systematic performance management
Use performance data to monitor learner achievement and respond to variations between groups of pupils, subjects,	VLS	Sept 2024	• Attainment and progress from historic exam/test results/IDSR and comparisons with national standards and floor targets • Attainment and progress of current pupils • Attainment and progress of sub-groups of pupils, including

courses and key stages, trends over time and comparisons with other schools.			by SEND, LAC, intake ability • Attainment and progress in different subjects
Objective 2: Remove barriers to participation			
Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Provide a broad and balanced curriculum that meets all pupils' needs	SAS	Ongoing	• Evaluation of the quality of the curriculum – its match to pupils' needs – and improvement over time
Develop further the school's employment policies and procedures in order to provide a barrier-free environment for recruitment and employment	TRUST / GWN	Ongoing	All applicants receive full and fair treatment and are considered solely on their ability to do the job • All applicants for employment who have a disability and who meet the essential criteria are invited for interview • Availability of information about vacancies in alternative formats (large print, audio)
Objective 3: Equality reflected in behaviour and safety throughout school			
Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Ensure the systematic and consistent management of behaviour	IKM	Ongoing review Summer 2023	Policies and systems for managing behaviour, exclusions and attendance • Views expressed by pupils, parents, staff and governors about behaviour, bullying, safety, respect and courtesy • Behaviour evidence from lesson observations, 'learning walks' and off-site provision • Overall and persistent absence and attendance rates for different groups of pupils • Punctuality tracking • Rates of permanent and fixed term exclusion • Tracking of behavioural sanctions/rewards and evaluations of impact • Tracking of incidents of bullying and their resolution • Tracking and evaluation of racist incidents • Evidence of pupils' risk awareness from lesson observations and pupil feedback; • Evidence of the impact of teaching about risk.

			<ul style="list-style-type: none"> • Analysis and evaluation of incidents and breaches of IT protocols
Ensure that all pupils are safe.	IKM / ALL	Ongoing	<ul style="list-style-type: none"> Management of safeguarding arrangements, including safe recruitment and identifying pupils at risk or in need • Appropriate arrangements for child protection • Following up absence • Promoting safety through the curriculum. • Engagement with parents and carers in supporting pupils' achievement, behaviour and SMSC
Objective 4: All staff and pupils are conscious of their responsibilities for promoting equality			
Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Ensure that the school's commitment to equality is evident in its admission procedures	TRUST / SAS	Ongoing	Admission procedures • Diverse, non-stereotypical images in all marketing materials
Ensure that where practicable, all new and existing school buildings are accessible to all staff and pupils	TRUST / SAS	Ongoing	<ul style="list-style-type: none"> Planning documentation • Wheelchair access wherever possible to all areas of the school • Provision of footstools in science labs for pupils with disabilities • Provision of study / social space for pupils with disabilities • Contractors employed by the school are aware of the school's expectations regarding equality
Integrate appropriate forms of on-going training on equality and community cohesion issues into the school's staff development programme	SAS / IKM	Review summer 2023	<ul style="list-style-type: none"> The school's staff development programme • Training for new teachers in providing reasonable adjustments (e.g. handouts, board work, use of voice) and in how to approach the possible differences in learning needs • Raised awareness of new staff of the range of disabilities and associated technical terms
Objective 5: Creative opportunities are sort and exploited in the furtherance of equality and diversity			
Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Provide a clear and coherent learning experience for all pupils which enable them to understand others, value	VLS / SBS	Ongoing	<ul style="list-style-type: none"> • Curriculum provision/documentation

diversity and human rights, and participate responsibly in their communities			
Integrate appropriate forms of on-going training on equality and community cohesion issues into the school's staff development programme	SAS / IKM	Review summer 2023	The school's staff development programme • Training for new teachers in providing reasonable adjustments (e.g. handouts, board work, use of voice) and in how to approach the possible differences in learning needs • Raised awareness of new staff of the range of disabilities and associated technical terms