

## Equality, Diversity and Inclusion Plan and Objectives (Published every four years; reviewed annually)



School:	Pix Brook Academy
Principal:	Mrs Charlotte Linehan (PBA)
Link Governor (if appointed):	
Date published:	September 2025
Review date:	September 2026

### Objective 1: To reduce attainment and participation gaps for protected groups.

Key Action(s)	Leads	Target Date	Review / Outcome / End of cycle impact assessment
<p>Set and monitor measurable targets for academic progress, subject entry, and participation in enrichment to ensure all students, regardless of background or protected characteristic, achieve and engage equally.</p> <p>Year 11 / Year 6 action plan including;</p> <ul style="list-style-type: none"> <li>● CRISPY</li> <li>● Intervention opportunities</li> <li>● Passport to Prom / reward initiatives</li> <li>● The Brook Room / The Oak Room</li> <li>● Walking talking mocks</li> <li>● Family engagement events</li> </ul>	<p>VLS</p> <p>JSK</p> <p>TSH</p>	<p>Summer Term 2026 &amp; 2027</p>	<p>The school's own evaluations of the quality of teaching</p> <p>External evaluations of the quality of teaching.</p> <p>LO forms inclusive of EDI protected groups.</p> <p>Analysis of pupil progress by subject, cohort, pupil group and teaching group</p> <p>The effective strategies for improving teaching: identifying and using best practice; monitoring and acting on the findings</p> <p>CPD (including coaching, training (inc Child Protection), and curriculum development.</p>

Use performance data to monitor learner achievement and respond to variations between groups of pupils, subjects, courses and key stages, trends over time and comparisons with other schools.  Termly data analysis			Attainment and progress from historic exam/test results and comparisons with national standards  Attainment and progress of current pupils ·  Attainment and progress of sub-groups of pupils, including by SEND, LAC, intake ability  Attainment and progress in different subjects
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**Objective 2: To embed cultural, inclusive and ethnic diversity across the taught curriculum.**

Action	Leads	Target Date	Review / Outcome / End of cycle impact assessment
Provide a curriculum that meets all pupils' needs looking at Citizenship with a new lead appointed Sept 25.  Curriculum to include a wide range of diversity ensuring all subject areas represent a wide range of voices and experience.  For example: <ul style="list-style-type: none"> <li>● Diverse texts in English</li> <li>● Global perspectives in Geography</li> <li>● Inclusion of different ethnic and cultural viewpoints in History and other subjects</li> <li>● Neurodiversity in Citizenship</li> </ul>	VLS  AST  IHH	Summer Term 2026	Evaluation of the quality of the curriculum – it is matched to pupils' needs  Link to Curriculum for EDI
Develop further the school's employment policies and procedures in order to provide a barrier-free environment for recruitment and employment	CLN	On-going	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)

Introduction of school Behaviour Curriculum to explicitly teaches and educates students how to conduct themselves as well as appropriate behaviours regarding all cultures.	EDN	On-going	Review BC and impact on Bromcom data.
<b>Objective 3: To broaden pupils' experiences through the praise programme, enrichment and community engagement. Provide a range of educational opportunities and Post 16 awareness.</b>			
<b>Action</b>	<b>Leads</b>	<b>Target Date</b>	<b>Review / Outcome / End of cycle impact assessment</b>
<p>Broaden all protective groups opportunities including;</p> <ul style="list-style-type: none"> <li>● External speakers</li> <li>● Curriculum visits and wider enrichment activities that raise awareness of different cultures and perspectives.</li> <li>● Ensure trips and opportunities have parity across year groups.</li> <li>● Protected groups monitored through Bromcom and the praise system.</li> </ul>	AST	On-going	<p>To review all trips and opportunities and assess for gaps to ensure consistency</p> <p>Review impact of speakers and incidents involving protected groups.</p> <p>Review the praise points and rewards through the system.</p>
Ensure behaviour policy is updated and followed, including logging all incidents.	EDN	Autumn 2025	Review of incident levels.
<p>Careers development for all students with Careers lead;</p> <ul style="list-style-type: none"> <li>● Individual meetings to be held and parents informed.</li> <li>● Guidance on Post 16</li> <li>● Support to explore Post 16 options</li> </ul> <p>Embed careers education in the curriculum, engaging further with local and national employers, linked to the Gatsby Benchmarks.</p>	AST	Summer 2027	<p>Minutes of meetings recorded and disrupted to all parties involved.</p> <p>Review of Post 16 placements and requirement grades.</p>

**Objective 4: To ensure targeted opportunities for pupil leadership among students from diverse ethnic backgrounds.**

Action	Leads	Target Date	Review / Outcome / End of cycle impact assessment
<p>Continue to develop leadership pathways, including;</p> <ul style="list-style-type: none"> <li>● Head Pupils</li> <li>● Prefect roles</li> <li>● School council</li> <li>● Ambassador programmes</li> </ul> <p>That reflects the diversity and inclusivity of the school community, ensuring that the school's commitment to equality is evident in the Pupil Leadership team.</p>	<p>EDN AST</p>	<p>Summer 2026</p>	<p>The leadership team is diverse and inclusive. KS4 team has representatives from all protected groups. Review KS2 for next academic year.  Review the impact termly of leadership group initiatives, including any EDI items on the agendas.</p>
<p>Diversity and equality ambassador group to be formed, and to have a demonstrable impact on the school</p>	<p>AST</p>	<p>Summer 2026</p>	<p>Students raise awareness linked to their experiences.</p>
<p>Stakeholder feedback &amp; student surveys to demonstrate understanding and engagement</p>	<p>AST</p>	<p>On-going</p>	<p>Review surveys and create new targets from the feedback.</p>

**Objective 5: To celebrate cultural diversity through whole-school events and themed weeks.**

Action	Leads	Target Date	Review / Outcome / End of cycle impact assessment
<p>Deliver termly or annual themed events that promote inclusion and celebrate different cultures through;</p> <ul style="list-style-type: none"> <li>● Curriculum activities</li> <li>● Canteen menus</li> <li>● Assemblies and displays.</li> </ul>	<p>EDN AST</p>	<p>Summer 2027</p>	