

## Public Sector Equality Duty

Priority 1: Achieve the Equalities Award			Success Criteria: <ul style="list-style-type: none"> <li>All aspects of diversity are embedded in the curriculum</li> <li>Policies are revised and updated</li> <li>Increased engagement in curriculum; positive impact measured by pupil voice. (PASS)</li> </ul>			
Action	Milestones	Date	Responsibility	Outcomes	Resources/ Cost	Status (R/A/G)
1.1 Identify and train leaders at each site	Establish who will be responsible for overseeing the Equalities Award at each school	January 2022	Clair Pearson Keshia Jacobs	Equalities Award is set up to begin in September 2021	£1710 for both sites (including 10% discount)	
	Set up meeting with relevant staff and Rachel Elgy at Equaliteach	January 2022		Equalities Award leaders have a clear understanding of what is required to achieve the award.		
	Complete registration process - collate evidence to demonstrate we are ready to achieve the Gold award.	Ready for March 2022		Relevant staff are briefed about the requirements of the award and have an opportunity to ask questions and begin to develop ideas.		
1.2 Develop and implement strategies to achieve all sections of the award	EA leaders meet to discuss strategies to achieve each section of the award.	March 2022	Clair Pearson Keshia Jacobs	Establish where we are already meeting criteria for award and come up with clear strategies and methods for developing these areas in line with the standards for the Gold award.	Current policies etc for review	

<ul style="list-style-type: none"> <li>Behaviour and Welfare</li> <li>Leadership and Management</li> <li>Teaching and Learning</li> <li>Personal Development of Pupils</li> </ul>	EA leaders cascade information to all staff through CPD.	March 2022	Clair Pearson Keshia Jacobs	Staff understand the requirements of the role and can start to plan accordingly for the Autumn term.	EA leaders to create training materials e.g. PowerPoint	
	<p>Teaching staff plan and deliver lessons with all aspects of diversity embedded in the curriculum.</p> <p>Teachers are teaching in accordance with subject Cultural Capital Plan.</p> <p>Develop curriculum and cultural capital planning to inform pupil development</p>	Spring term 2 onwards	All teaching staff and EA leaders	<p>Students' academic and personal development is enriched by a breadth of learning. Students can provide positive feedback about their learning.</p> <p>Reduction in incidents of racism, LGBTphobia, sexism</p>	<p>Teachers to create appropriate resources</p> <p>Possible cost for trips. Workshops etc (TBC)</p>	
1.3	Work on aspects of leadership and management e.g. SMART equality objectives, policies, consultation with parents etc	Spring term 2 onwards	SLT and EA leaders	<p>Improved communication with parents.</p> <p>Updated and revised policies and equality objectives.</p>	Possible cost for parents to come in to school, resources for workshops etc.	
1.4	Develop strategies to improve behaviour and welfare of students e.g. rewards and sanctions	Spring term 2 onwards	EA leaders, SLT, teachers and TAs	<p>Students receive appropriate rewards and consequences to encourage engagement.</p> <p>Incidents on IRIS are significantly reduced.</p>	Cost of rewards e.g. trips, vouchers	
1.5 Review implementation of strategies and update EA audit as required. (18 months to complete)	QA of teaching and Learning files and pupil work focusing on	Autumn Term 1 2022 onwards	SLT and EA leaders	QA of pupil work shows that students are engaged in a range of learning covering all aspects of diversity.	N/A	

	<p>diversity in the curriculum.</p> <p>Pupil voice surveys focusing on DITC, Cultural Capital and other work around Equalities Award</p>			<p>Pupil voice surveys show that learning has been engaging and there is evidence personal development</p>		
	<p>Review of work so far on policies, parent engagement etc relating to 'Leadership and Management' aspect of Award.</p>	<p>Autumn Term 1 2022 onwards</p>	<p>SLT/Governors/EA leaders</p>	<p>Report to Governors reviewing progress and on next steps required to further improve equality objectives</p> <p>Updated policies are showing positive impact. Staff surveys show positive feedback and further areas for development.</p>	<p>N/A</p>	
	<p>Review of strategies to improve behaviour and welfare of students e.g. IRIS analysis</p> <p>Pupil voice survey regarding rewards</p>	<p>Autumn Term 1 2022 onwards</p>	<p>EA leaders/SLT</p>	<p>IRIS analysis shows improvement in behaviour particularly incidents relating to racism, LGBTphobia etc</p> <p>Pupil voice survey show feedback regarding rewards etc</p>	<p>N/A</p>	