



ACADEMY EQUALITY ACTION PLAN 2022-2025

To be read in conjunction with the Academy's Accessibility Plan.

Equality Objectives	Actions	How will the impact be measured?	Who is responsible?	Timescale	Expected Outcomes
To raise awareness of the Academy's commitment to equality	To promote equality through the academy website, newsletter and staff / governor meetings.	Questions about equality included in annual surveys.	Head of Academy	Annually	Staff are aware of the principles of the Equality Plan and use them when planning lessons. Parents / carers are aware of the equality Plan and of the Trust's commitment to equality.
To improve the attainment and rates of progress for different groups by closing the achievement gap.	Monitor and analyse pupil achievement by gender, ethnicity and disability / SEN and act on any trends / patterns that require additional support for pupils.	Data analysis reported to Governors / Trust.	Head of Academy	Termly	Analysis of teacher assessment / termly data demonstrates the gap is narrowing for equality groups.
To raise aspirations for different groups.	Review the curriculum to ensure it promotes role models which reflect the academy's diversity in terms of gender, ethnicity, disability / SEN.	Increase in pupil participation, confidence and positive identity – monitor through PSHE and pupil voice responses.	Head of Academy / Inclusion Leader / Curriculum Leaders	Annual review	Diverse texts available in the library. The curriculum represents national and global community learning opportunities, as well as reflecting British Values.
To ensure pupils are given the opportunity to make positive contribution to the life of the academy and have equal	Provide support where needed to ensure all pupils are given the opportunity to represent the academy, attend extra-curricular activities, visits off			On-going	Increase in participation of targeted groups. Positive

access to all experiences and opportunities.	site, including residential and participate in the learning Council.				response in pupil voice activities of vulnerable groups.
To promote understanding in relation to people with protected characteristics.	'No Outsiders' embedded in Marton's PSHE approach. Participation in national events: e.g. Black History Month, Anti-Bullying Week etc	Pupil Voice activities PSHE Pink Books	PSHE Lead	Termly	Calendared national events supported throughout the academy. Diverse family structures are celebrated in the curriculum.
To reduce prejudice.	Monitor prejudice related behaviour / bullying incidents and deliver targeted intervention where required.	Analysis of behaviour / exclusion statistics	Head of Academy / Inclusion Leader	Termly	Analysis evidences that prejudice related bullying remains low.
To ensure all members of the academy's community are involved in organisational improvement.	Dignity at Work Policy implemented.	Training logs / records of incidents.	Executive Principal	On-going	Training and support provided for all staff to be able to deal with issues of equality.
To ensure that toilets and changing facilities are provided that meet the needs of the academy's community.	Review current facilities.	Feedback from pupils / staff	Executive Principal	Autumn 2022	Access to gender neutral facilities available



Community

We work together for a common purpose acknowledging our diversity as strength.



Integrity

We do the right things for the right reasons.



Passion

We take responsibility, work hard and have high aspirations.