

Academy Annual Assessment of Impact of Actions

Action	How will the impact be monitored?	Responsibility	Time Frames	Success Indicators	Impact
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 2022 – July 2023	All learning, visits and clubs are planned for and open to all children.	<p>Every class had at least one visit or at least one visitor. All pupils attended all visits/visitors unless parents specifically said they did not want their child travelling by coach. No child missed a visit because of the cost.</p> <p>All clubs are free. They are well-attended by pupils of all ages and abilities. Clubs are provided for specific age groups so all can attend.</p> <p>A variety of clubs are on offer to appeal to all. We also conduct pupil voice. Clubs include: sporting activities, support learning, musical, arty and team building.</p> <p>Subsidies for visits are available for children in receipt of pupil premium funding. Residential visits are heavily subsidised for pupils in receipt of pupil premium funding.</p> <p>All pupils participate in all areas of the curriculum.</p> <p>We inform parents as early as possible which visits their child will be going on during the academic year and the price. Parents can then pay in small instalments on parent pay.</p> <p>We are aware of any families who struggle financially and provide the appropriate support.</p>
Publish and promote the Equality Plan	Question stakeholders about	All staff and AAB	September 2022	Staff are familiar with the	The Equality Plan and Equality and Diversity Policy are shared with all staff and AAB so all staff are aware of objectives and requirements.

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<p>through the school website and staff training.</p>	<p>their understanding of the plan.</p>			<p>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.</p>	<p>Updates are provided to AAB so challenge can be provided by AAB.</p> <p>The plan and policy are on the Statutory Page of the website so all stakeholders are aware of objectives and requirements.</p>
<p>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.</p>	<p>Achievement data analysed by race, gender and disability.</p>	<p>Leadership team</p>	<p>Continually at RAG meetings</p>	<p>ADP includes monitoring of different groups of children.</p>	<p>Data is always analysed by gender, those in receipt of pupil premium funding, race and SEND.</p> <p>During RAG challenge meetings, these pupils are a focus.</p> <p>Children in receipt of pupil premium funding feature in all ADPs.</p> <p>All staff are aware that, pupils in receipt of pupil premium funding, boys and SEND are groups we focus on during monitoring.</p> <p>The Pupil Premium Strategy is written with staff and focuses on each child's individual needs.</p> <p>By the end of KS2, the difference between boys/girls and those in receipt of pupil premium funding/those not is narrowed.</p>

					SEND progress across the academy has been a focus. Monitoring of what is happening for SEND children in writing. As a result, the use of recording activities was changed and CPD provided. SEN are all aiming for progress.
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 2022 – July 2023	Evident in: displays work scrutiny assemblies	Children enjoy the curriculum areas; they are planned with the children in mind. Aspiration is included in assemblies. Friday assemblies include a story linked to British Values or Protected characteristics. Investment in books on heroes and role models that are diverse in terms of race, gender and disability. A bookcase contains book for the above that the children may read at their leisure. British Values themes in class and in the weekly assembly looks at positive role models. There are very few incidents of racist/gender-based inappropriate language being used in school. Any that do occur are addressed through the curriculum and through 1:1 support – evidenced on cpoms and log.
Ensure that displays in classrooms and corridors promote British Values.	PSHE and learning/environment walks.	All staff	September 2022 – July 2023	British Values displays around school, referred to in classes and	British values is embedded throughout school. The children understand that British Values are the values that everyone in Britain should live by.

				a weekly BV assembly.	<p>The regular use of discussion through Votes for Schools resources complements this.</p> <p>They enjoy the weekly assembly and good discussion arises from it.</p> <p>Displays are evident around school.</p> <p>Topic books evidence work around British values.</p> <p>A termly British Values Week is also held to compliment all of the other BV work undertaken.</p>
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 AAB	September 2022– July 2023 Reported termly to AAB	<p>Staff are aware of required actions following any racist incidents.</p> <p>AAB minutes report termly updates</p>	<p>AAB are aware of the very few racist incidents as these are reported termly in the Heads' report. Any use of homophobic or derogatory language is reported too.</p> <p>When these incidents have occurred – parents of all involved have been informed and consequences put in place.</p> <p>There are clear procedures in place which all staff are aware of following any such incident – discuss with both parties, inform both parents, put consequence in place and record incident and actions.</p> <p>There are very few incidents of racist/gender-based inappropriate language being used in school. Any that do occur are addressed through the curriculum and through 1:1 support – evidenced on cpoms and log.</p>
Review accessibility audit to identify physical barriers and	HOA, SENCo and Finance Manager	HOA and Business Manager	September 2022 – July 2023	School is accessible to all including	There are no barriers currently in school. Accessibility Plan is reviewed annually and will be reviewed should any new children be admitted.

develop a programme to remove barriers.				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 2022 – July 2023	Evident in: displays work scrutiny assemblies	Cultural awareness is embedded in the curriculum – see topic books, photograph display, displays around school, assemblies, pupil voice.