

TVPA Academy Annual Assessment and Impact of Actions 2021/2022

Equality Objectives	Action	Action in place by when?	Impact - Review July 2022
1. Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our academy and community.	<ul style="list-style-type: none"> • Develop a holistic curriculum ensuring all of the drivers filter into lessons. • Ensure the curriculum develops blocked and themed work across strands. • Themed Days that address local, national and international culture and events • Appoint an academy Pupil Parliament which will be responsible for fundraising, charity events and out of school representation 	Ongoing – all staff involved in delivering a rich curriculum	
2. Monitoring and promotion of the involvement of all groups of children in the extra-curricular life of the academy, including leadership opportunities, especially children with special educational	<ul style="list-style-type: none"> • Provide a diverse range of extra-curricular activities including sports clubs • Monitor involvement in extra-curricular activities and sports clubs • Target non-involvement in extra-curricular activities and sports clubs by providing a broad range of clubs and tracking inclusion 	Review termly by PE leader and SLT	

<p>needs, disabilities and those who are disadvantaged.</p>			
<p>3. Actively close gaps in attainment and achievement between children and groups of children - particularly children eligible for free-school meals, disadvantaged children, children with special educational needs and disabilities, looked after children and children from minority ethnic groups.</p>	<ul style="list-style-type: none"> • Continue to develop whole school provision mapping, work sample scrutiny and tracking for SEND • Continue to conduct weekly/fortnightly progress meetings (RAG) • Provide intervention for targeted groups or individuals 	<p>Ongoing – see pupil premium plans</p>	

<p>4. Consider accessibility arrangements across the school for children, staff and visitors with disabilities, including access to specialist teaching areas.</p>	<ul style="list-style-type: none"> • Consider accessibility when planning educational visits or workshops • Consider alternative arrangements to ensure inclusion in all aspects of school life and extra-curricular events 	<p>Ongoing</p>	
<p>5. Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.</p>	<ul style="list-style-type: none"> • Ensure all appointments are made under the public sectors equality duty 	<p>Ongoing</p>	
<p>6. Reduce the incidence of the use of homophobic, sexist and racist language by children in the academy.</p>	<ul style="list-style-type: none"> • Develop a theme of diversity, tolerance and inclusion across school through the SMSC curriculum, themed days, RE and RSHE • Ensure consistent use of PD • Ensure accurate recording of all incidents 	<p>Ongoing</p>	