

Equality Plan and Objectives

School:	Gothic Mede Academy
Principal:	Thomas Clarke
Link Governor (if appointed):	To be appointed
Date published:	09/12/21
Reviewed:	26/09/23
Reviewed:	20/03/25
Final review date:	09/12/25

Objective 1: To investigate whether there has been a disproportionate impact of the school closures on the outcomes for different groups of pupils

Key Action(s)	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Review and compare attainment and progress data for groups of pupils in school with protected characteristics	HoS	Termly	<p>09/23 As of 2023, EYFS and KS1 data packs will inform discussions with Year 1 and Year 3 autumn pupil progress meetings.</p> <p>03/25 We are now seeing the biggest impact of Covid in Reception / Year 1. Early Years have put a lot in place to support children's development in relation to the Prime Areas (e.g. NELI, Wellcomm speech and language interventions). We also responded as a school with the opening of Conker Room to best</p>

			meet the needs of some of our younger children. We have also recognised an increase in SEMH needs in some of our older pupils so we have created a nurture space and implemented Hamish and Milo intervention.
Report to LGB results of this review termly	HoS	Termly	09/23 Head of School will present the outcomes/headlines of these discussions to the LGB at the autumn 2 LGB meeting. 03/25 Governors have been kept up to date with what has been implemented.
Objective 2: To narrow the attainment gap for any individual groups of pupils			
Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Discuss groups of pupils with class teacher to establish what measures are in place to narrow the attainment gap for any groups of pupils	HoS	Termly	09/23 Termly pupil progress meetings include discussions about individual pupils and intervention work. Training on 28/09/23 will outline strategies for analysing data for specific groups of pupils. 03/25 Ongoing. We have bought into a new assessment programme that has made it easier to look at focus groups.
Discuss groups of pupils with appropriate leads in school to make sure that teaching and intervention is appropriate to close any gaps	HoS SENCo Maths lead	Termly	09/23 Training on 28/09/23 will outline how class teachers can consult GMA and BEST leaders for advice when planning support for groups who are not making expected progress. GMA maths and English leads are present for pupil progress meetings.

	English lead		03/25 HoS / English lead / Maths lead to look at trends across school for groups and agree actions that have no cost implications.
Objective 3: To ensure that each curriculum area reflects our commitment to valuing and celebrating equality and diversity			
Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Commit Weekly CPD time to conveying clear expectations of how to achieve this objective to subject leads in school	Principal	January 2022	09/23 This took place and there is now an expectation on subject leaders to outline how their subject fulfils the principles of equality and diversity in their curricula.
Review curricula and their success in achieving this objective	Subject leads	Easter 2022	09/23 Subject on a pages have been reviewed. Subject leaders will complete their next review in autumn 2 2023. Head of School to send subject leaders an Equality and Diversity audit to complete for their subject in Autumn 2. 03/25 'Subjects on a page' are reviewed and completed each year.
Review the success of this objective in meetings with subject leaders by looking at impact statements and evidence	HoS Lisa Oestreicher	By September 2022 By July 2025	09/23 Trust E&D lead will support subject leaders in reviewing their curricula after autumn 2 2023. 03/25 We need to look into a way of ensuring teachers have sufficient knowledge to review the success of this objective.

Objective 4: To create a personal development curriculum which caters for pupils from all backgrounds and identities and which supports all pupils' education in equality and diversity

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Commit Weekly CPD time to training about including a personal development curriculum across the school curriculum	TC	Easter 2022	09/23 This has been completed.
Review the inclusion of personal development in each curriculum's intent, implementation and impact statements	TC	September 2022	09/23 This has been included in the subject on a page overviews. 03/25 This continues to be included in the subject on a page overviews
Publish a personal development offer, including a commitment to an equality of access and content which will develop pupils' understanding of equality and diversity	TC PSHE lead	September 2023	09/23 The offer has been published and includes a curriculum which develops pupils' understanding of equality and diversity. The PSHE lead will review and include content in their curriculum that will address the ethnic profile of our school's community. The SLT will review the personal development offer to ensure that this achieves this action to a significant extent. Upon final review, we will consider an objective about tracking groups of pupils' participation in our personal development offer. 03/25 We have set up a spreadsheet to monitor the personal development offer. We have this as a SIP target as we are continuing to work on this. We have

also had Year 4 pupils take part in a recorded assembly about the UN commemoration of slavery.

Objective 5: To identify if any groups of adults have unfair access to participation in the life of the school

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Carry out family survey to establish how the school can support each individual family. Endeavour to get responses from the families of children from a range of groups of protected characteristics.	Family Support Worker	September 2023	<p>09/23 This has not been completed. This will be addressed in the academic year 2023/2024.</p> <p>03/25 As a school, we build really strong relationships with our parents which enables us to have a good awareness of the needs of our families.</p>
Plan family support, parental engagement activities and curricula to cater for the communicated needs of parents	Family Support Worker, Principal	September 2023	<p>09/23 This has not been completed. This will be addressed in the academic year 2023/2024.</p> <p>03/25 We make adaptations and provide support to meet the communicated needs of parents (e.g. completing forms, referrals for food parcels, attending external meetings with parents etc.).</p>