

Equality Plan and Objectives

School:	Gothic Mede Academy
Executive Principal:	Thomas Clarke
Head of School:	Stephanie Smith
Link Governor (if appointed):	To be appointed
Date published:	18/02/26
Reviewed:	
Reviewed:	
Final review date:	

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	
Report to LCB results of this review termly	HoS	Termly	

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	
Discuss groups of pupils with appropriate leads in school (SENCo, English, Maths) to make sure that teaching and intervention is appropriate to close any gaps	HoS	Termly	
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 this objective should be considered in curricula	Executive Principal	January 2022	
Review curricula and their success in achieving this objective	Subject leads	July 2026	
Include reference to EDI in Subject on a Pages	Subject leads	Annual	
Review the success of this objective in meetings with subject leaders by looking at impact statements and evidence	HoS	By November 2026	
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
Review the characteristics of children who participate in different parts of the personal development offer to assess equality of access	SENCo	Annual - summer term	
Identify barriers to participation or access to the personal development offer based on individual characteristics	SENCo	Annual - Oct half term break	

Adapt personal development offer e.g. activities,

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 2027	
Plan family support, parental engagement activities and curricula to cater for the communicated needs of parents	Family Support Worker, HoS	September 2027	