

## Hope Academy Equality and Diversity Action Plan

Priority	Action	Targeted group	Lead	Line Manager	Timescale	
1	<p>To ensure that our curriculum is inclusive for all students</p>	<p>All students in appropriate ability grouping and never disadvantaged because of need.</p> <p>The assisted learning group provides high quality education for students with significant cognitive learning needs.</p> <p>The curriculum is ambitious for all, with all students accessing a full broad offer at KS3, and an open and equitable choice of subjects at KS4.</p>	All students	J Ellis	M Adams	Yearly
2	<p>To focus aspects of our CEIAG programme so all groups, particularly those who are disadvantaged, have equal opportunities and aspirations to go on to further education or training</p>	<p>Disadvantaged students are prioritised for 1-2-1 careers meetings with Careers Advisor and action plans produced and shared with student and parent/carer</p> <p>Disadvantaged students are targeted for Hope Opportunity Trust Programme</p> <p>Disadvantaged students are prioritised for college taster days to experience further education settings</p>	All students but with a focus on disadvantaged students	E Mawdsley	M Adams	Yearly

		Disadvantaged students are targeted for CEIAG experiences				
3	To close the gap in attainment and progress between disadvantaged groups of students and other, non-disadvantaged, students to ensure that all students have access to homework, extra-curricular opportunities, and support with academic development	<p>Fully costed pupil premium strategy in place evaluated on an ongoing basis.</p> <p>The learning, teaching and assessment framework is built upon key EEF principles to promote excellent progress for disadvantaged students and those with SEND.</p> <p>Disadvantaged students prioritised for additional academic support including the targeted use of LSA and academic mentors.</p> <p>Disadvantaged students a priority for improving attendance.</p> <p>The homework strategy provides students with additional opportunities to develop metacognitive skills, and in turn, consolidate and deepen their knowledge and understanding of the curriculum.</p> <p>The homework strategy encourages students to develop the responsibility and self-discipline required for independent study and support students' in developing essential revision skills.</p>	Disadvantaged students	S Clark/R Critchley	J Ellis	Yearly

4	To ensure that students can recognise and discuss Protected Characteristics, through the Inspire Programme and Collective Worship, as listed in the Equality Act and further ensure all students feel confident and valued in our academy community	<p>Embed information on Protected Characteristics into the Inspire Programme and Year Group Collective Worship.</p> <p>Promote opportunities for students to discuss Protected Characteristics during Inspire Time.</p> <p>Promote leadership opportunities for students that focus on diversity.</p>	All students	A Green/K Boydell	P Ward	Termly
5	To promote cultural understanding and awareness of diversity, within our community and the wider world, in particular those with Protected Characteristics as defined by the Equality Act	<p>Embed discussions of different cultures in the Inspire Programme and opportunities to gain knowledge about other cultures during Inspire Time.</p> <p>Focus on 'Inspired By The World' activities to promote greater cultural capital.</p> <p>Ensure that Year Group Collective Worship explores cultural understanding and awareness of diversity across our community and the wider world.</p>	All students	A Green/K Boydell	P Ward	Termly
6	To ensure all relevant policies contain an equality statement, as part of the annual/biannual review of policies, thus reinforcing the Academy's commitment to equality	<p>Policies are reviewed on an annual/bi-annual basis and approved at the appropriate level.</p> <p>Equality statement and objectives have been approved for 23/24.</p>	All staff, students and parent/carers	M Adams	M Boland – Chair of Governors	Yearly/Bi-annually

Reviewed and approved by the Principal on

Name: M Adams

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