

Hope Academy Equality and Diversity Action Plan 2024-2027

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	Reviewed on a yearly basis
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> <p>Disadvantaged students are targeted for CEIAG experiences</p>	All students but with a focus on disadvantaged students	A Green	M Adams	Reviewed on a yearly basis

3	<p>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>	<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 are 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	Reviewed on a yearly basis
4	<p>To ensure that students can recognise and discuss Protected Characteristics, through the Inspire</p>	<p>Embed information on Protected Characteristics into the Inspire Programme and Year Group Collective Worship.</p>	All students	A Green/K Boydell	P Ward	Termly

	Programme and Collective Worship, as listed in the Equality Act and further ensure all students feel confident and valued in our academy community	Promote opportunities for students to discuss Protected Characteristics during Inspire Time. Promote leadership opportunities for students that focus on diversity.				
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	Embed discussions of different cultures in the Inspire Programme and opportunities to gain knowledge about other cultures during Inspire Time. Focus on 'Inspired By The World' activities to promote greater cultural capital. Ensure that Year Group Collective Worship explores cultural understanding and awareness of diversity across our community and the wider world.	All students	A Green/K Boydell	P Ward	Termly
6	To ensure all relevant policies contain an equality statement, as part of the review of policies, thus reinforcing the Academy's commitment to equality	Policies are reviewed on a regular basis and approved at the appropriate level. Equality statement and objectives have been approved for 2023 - 2027	All staff, students and parent/carers	M Adams	M Boland – Chair of Governors	Annual/

Reviewed and approved by the Principal on 21st November 2024

Name: M Adams

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