



Single Equality Plan 2021-2022

Aim	Protected Characteristic	Aim	Target Group	Action	Impact Assessment 2020/21
1	Race, religion, belief, gender, sexual orientation and / or disability	To ensure the culture, ethos and environment meets the needs of faith groups and those with specific health and / or special needs or disabilities	<p>Pupils with SEND and these with EHCP / Statement</p> <p>BME students</p> <p>Complex medical needs</p> <p>CLA</p> <p>Faith groups</p>	<p>Review & design menus with caterer / Agents for change</p> <p>Implement routine classroom H&S auditing</p> <p>Systematic teaching of equality through PHSE</p> <p>Implement and embed the Ryelands Way and I CARE</p> <p>Monitor and maintain effective H&S Practices</p>	<p>Increasing uptake of school meals</p> <p>95%+ Parent Voice positive</p> <p>MST Monitoring reports</p> <p>Improved attendance towards 97% including increased for SEND</p> <p>Scrutiny evidence linked to I CARE</p> <p>Behaviour logs reducing</p>
2	Race	<p>White British</p> <p>To ensure the gap between these pupils and other pupils nationally is closed and narrowed</p>	White British boys	<p>WB underachieving identified for intervention and additional support</p> <p>Teaching strategies adjusted to ensure teaching includes strong focus on mathematics to secure rapid progress</p> <p>Homework provision adjusted to ensure learning and progress is embedded and accelerated</p> <p>Interventions in place to ensure targeted pupils can catch up</p>	That this falls in line with National figures at the end of Reception, Year 2 and Year 6
3	All Protected Characteristics	To increase participation of protected groups in wider Academy Life, enrichment, EVs etc.	All pupils with protected characteristics	<p>Use data to sharply focus provision and resource and monitor routinely:</p> <p>After school clubs</p> <p>SMSC provision</p>	<p>Pupils with protected characteristic are equally represented in participation rates</p> <p>- Review at the end of each term</p>