

## Academy Annual Assessment of Impact of Actions

Equality Strand:	Action:	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the time frames?	Early success indicators:
<b>Promote equality of opportunity.</b>	Promote equality of opportunity and ensure all students have access to all activities provided, according to their age and ability.	Attendance lists for school trips and extracurricular activities, work scrutiny, lesson observations, and extended services.	All Staff and EAB	September 2023 onwards.	All students have access to activities that they would like to participate in.
<b>All</b>	Publish and promote the equality objectives through the Academy website and staff training.	Question stakeholders, including staff, about their understanding of the objectives.	Principal	September 2023 onwards.	Staff are familiar with the principles of the equality objectives and consider them when planning lessons. Parents are aware of how to find the equality objectives.
<b>All</b>	Monitor and analyse student achievement by race/ethnicity and gender. Act on any trends of patterns in the data that require additional support.	Achievement data analysed by race/ethnicity and gender.	Vice Principal	Annually (through SEF) and at regular data captures.	Analysis of data for narrowing the equality groups against national data.
<b>All</b>	Ensure that the curriculum promotes role models that all young people can positively identify with, ensuring this reflects British society in terms of the protected characteristics.	Increase in student's participation, confidence, aspiration, and achievement levels.	All Staff	September 2023 onwards.	Assemblies, Lead out Loud days, Culture days, careers talks by professionals from a range of fields, displays in both digital and physical formats.
<b>All</b>	Recognise and represent the talent of all students in MAAT programmes and ensure representation fully reflects the Academy demographic in terms of race/ethnicity and gender.	MAAT register monitored by race/ethnicity and gender.	MAAT Coordinator	September 2023 onwards.	Analysis of the MAAT register.
<b>All</b>	Ensure that displays in classrooms and on corridors promote diversity.	Increase in student participation, confidence, and positive identity. Monitor through learning walks. Focus on Modern British Values.	Vice Principal	September 2023 onwards.	Displays promoting Modern British Values and issues relating to equity, diversity, inclusion and belonging, for all groups.

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<b>Race Equality Duty</b>	Identify, respond, and report racist incidents.	Assessment of the impact of the Academy's response to incidents.	SLT and EAB	Ongoing.	Teaching staff are aware of how to respond to racist incidents. Nil reporting challenged by EAB where necessary.
<b>Disability Equality Duty</b>	Review accessibility of the Academy site with the SENCO.	Principal and SENCO.	Principal and SENCO	Annually	Issues raised on accessibility plan are addressed, working alongside Leeds City Council accessibility team, where necessary.
<b>Community Cohesion</b>	Celebrate cultural events throughout the year to increase student awareness and understanding of different communities and cultures.	Lead out Loud days, Culture days, public displays on display boards and plasma screens around the Academy. Year group assemblies.	Vice Principal	September 2023 onwards.	Increased awareness of different communities and cultures.

Date:	Author:	Review date:
September 2023	Gareth Field – EDIB Lead	September 2024