

EQUALITY ACTION PLAN 2019-2021

Equality Outcome	Issue to address	Activities	Staff responsible	Time	Success Criteria
Disability Equality	Review of external accreditation opportunities at 14-19 to ensure equality across the ability range	KS4 and KS5 classes not taking entry level/level1 qualifications to ensure opportunities for further accreditation are under review	AS as LAKES lead and class teachers	Summer Term 2020 Review. Ongoing work to take into account new developments from providers like AQA/C and G and ASDAN	All students 14-19 have an increased opportunity to have their work externally accredited.
	Ensure pupils with profound and multiple needs, and others who continue to make very slow progress receive differentiated input within lessons.	Staff research and understand the Engagement Profile, its uses and tracking. Lesson observations will focus on this development from Autumn 2020 onwards.	LB/Karen B/ OG and SEAS staff	Training and research from 2019-2012 Use of the profile September 2020 onwards.	All staff will understand the Engagement Profile. Staff in SEAS classes will be suitably confident in using and tracking their students in this way.
	Developing consistent use of strategies which support the communication of students with autism. Embed the use of visuals to support freedom of expression and lack of inequality.	TLR's to embed practice and share knowledge and support. Look at NAS accreditation	JM/ AR/ CP all staff SIP group	Autumn 2019 onwards Summer 2020	Visuals used consistently well. Frustrations and poor behaviour decrease as students are more able to regulate and communicate. Understanding of the steps needed to gain the accreditation.
Gender Equality	Potential social isolation of some girls.	Facilitate cross-gender friendships so that girls who are a minority in a class do not become isolated.	Class teachers	Ongoing work	Social and emotional well-being of girls in classes where they are a minority is evident
Sexuality Equality	Pupils developing confidence in relation to their sexuality.	Sex and Relationships education to devote adequate time to consideration of same sex relationships	Class teachers	Ongoing work	Pupils can see that same sex relationships are a choice.
	Role out of the So Safe programme	So Safe CPD for staff Embedding the delivery of the programme	KBumby/RC	September 2019 Spring 2020 onwards	All classes have embarked on delivering the programme.