



**Equality Objectives  
Progress  
2016 - 2017**

## **Equality and Diversity – Annual Monitoring Report of Objectives**

### **Progress towards the Equality Objectives**

**Objective 1** – To ensure that the individual needs of all learners are met, so that the gap in the attainment and progress of different groups of learners is narrowed, with a particular focus on improving the achievement of students/pupils entitled to Free School Meals and students/pupils with Special Educational Needs.

- Restructure of responsibilities to Senior Leaders and Middle leaders
- Programme of targeted CPD for staff

**Objective 2** – To develop and implement a broad and balanced curriculum in the School (including extra curriculum and enrichment activities), which is based on the principles of individualisation and personalisation and underpinned by innovative and appropriate use of ICT, so that the attainment, aspirations and future employability of all students/pupils are maximised.

- Curriculum review
- Restructure of the well-being provision in school to focus on a holistic approach to students well being

**Objective 3** – To maximise the inclusion of learners with Special Educational Needs within the mainstream School provision, in order to build their confidence as learners, promote independence and raise self-esteem.

- Qualified Mental Health practitioner
- CPD for all Inspire staff – building confidence, different learning styles, mental health awareness training
- Breakfast club / Homework club

**Objective 4** – To value and support all staff within the School, by providing career development and progression opportunities to all (Including those in groups protected by the Equalities Act), so that staff performance is further enhanced, staff satisfaction increases and the staff team reflects the diversity of the local population at all levels.

- Review of Appraisal Policy for Teaching Staff
- Reviewed informal support policy for teachers
- Middle leader programme of training

**Objective 5** – To strengthen links with parents/carers and the local community (including those in groups protected by the Equalities Act and those from the full range of socio-economic backgrounds), so that all learners are supported to maximise their attainment and achieve their aspirations both inside and outside the Academy environment.

- Parent launch for home learning packs for all pupil premium students in year 7 and 8
- Parent sessions for Year 11 and sixth formers
- More able parent conference
- Additional SEND transition for Year 6 students (extra 3 days)

**Objective 6** – To challenge discriminatory behaviour in line with the Behaviour Policy. To ensure all staff have the confidence to appropriately manage any discriminatory behaviour.

- Homophobia CPD for all staff
- New display across the school promoting diversity