

Meden School: EQUALITY ACTION PLAN: 2022 - 2025

Principles and Aims	Action	Responsibility	Time Scale	Success Criteria	Outcomes and Impact for Pupils
All learners are equal	Track progress of all student groups (ethnicity, gender, PP etc)	Headteacher	Termly	Progress and attainment will be evident for all students and comparisons will have been made between cohorts.	All students achieve in external accreditations, where appropriate.
	Analyse data to identify gaps in learning and trends. Ensure interventions are put in place to close these gaps.	Headteacher Staff as appropriate	Termly	Any gaps in progress and attainment will have been identified and interventions implemented. ATL scores increase Culture Code score are positive Attendance improves	All students successfully identify an appropriate pathway beyond Meden.
	Ensure the schools celebrates successes of all students regardless of ability.	All staff	Ongoing		The school environment reflects our aims and celebrates our students' success.
Recognise and respect difference	Ensure assembly themes cover topics around respect and prejudice. Ensure Personal development schemes of Learning and Lessons cover topics around respect and prejudice.	Headteacher /SLT PD Coordinator	Annually	The assembly rota and Personal development schemes and plan will have the breadth to ensure coverage of topics around respect and prejudice.	Students learn about respect and prejudice throughout a number of contexts.
All pupils have equal access to the curriculum	Ensure all students have access to the whole curriculum regardless of ability and their options aren't restricted.	Deputy Headteacher	Annually	Student GCSE options are wide ranging and % of Ebacc increases All KS3 students follow the same curriculum	Students study a broad and balanced curriculum

This plan will be reviewed annually in the Summer Term and amended if needed

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<p>Address prejudice and prejudice related bullying</p>	<p>Continue to monitor all incidents of prejudice and bullying.</p> <p>Ensure curriculum has sufficient coverage of prejudice related topics.</p> <p>Ensure an assembly on bullying takes place at least annually.</p> <p>Continue to be a anti bullying alliance school and audit this annually</p>	<p>AHT Inclusion and Diversity & AHT Behaviour and Standards</p> <p>Headteacher & Curriculum Leaders</p> <p>AHT Inclusion and Diversity</p> <p>AHT Inclusion and Diversity</p>	<p>Termly</p> <p>Annually</p> <p>Annually</p>	<p>Number of incidents will be known. Any trends or patterns will be identified and addressed.</p> <p>Curriculum will have been audited and any gaps identified and addressed.</p> <p>All Students will have taken part in activities related to anti bullying.</p> <p>Number of incidents recorded will decrease.</p> <p>The assembly rota will have the breadth to ensure coverage of topics around respect and prejudice.</p> <p>An assembly will have taken place annually on bullying.</p> <p>A Big conversation focuses on prejudice and anti bullying</p>	<p>Students treat each other with respect and celebrates differences of others</p>
<p>An atmosphere is created which recognises the validity of all cultures, fostering positive attitudes towards all</p>	<p>RE & Personal Development curriculums covers a wide range of religions and cultures in schemes of learning</p>	<p>CL Humanities PD Coordinator</p>	<p>Annually</p>	<p>Personal Development schemes and plan will have the breadth to ensure coverage of topics around a range of religions and cultures.</p>	<p>Students gain and develop of understanding of different religions and cultures.</p>
<p>Observe good equalities in staff recruitment, retention and development</p>	<p>Ensure job description and person specifications for jobs are not gender biased.</p>	<p>Headteacher / BOM</p>	<p>Ongoing</p>	<p>At least one member of any selection panel will have had Safer Recruitment Training.</p>	<p>All actions are now in place and processes are subject to appropriate guidance, such as Safer Recruitment.</p>

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	<p>Selection panels will always have at least one person who has undertaken Safer Recruitment Training.</p> <p>Our actions with staff are always guided by our Public Sector Equality Duty.</p> <p>Enable opportunities for all staff across the school to undertake professional development irrespective of role.</p>	<p>Headteacher</p> <p>Headteacher / School Business Manager</p> <p>Senior Leadership Team</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>We have a range of policies in place designed to reinforce our obligations in this regard.</p> <p>All staff at all levels will have undertaken training on at least an annual basis</p>	
<p>Consult and involve the whole school widely</p>	<p>Undertake questionnaire with all parents and carers regarding engagement</p> <p>Undertake pupil questionnaires on a range of topics ensuring accessibility for all.</p> <p>Undertake staff engagement questionnaire</p>	<p>AHT Teaching & Curriculum</p> <p>Deputy Headteacher</p> <p>Headteacher</p>	<p>Annually</p> <p>Annually</p> <p>Annually</p>	<p>An annual Edurio questionnaire will have been sent to all parents and carers. Results will be analysed and a commentary back to parents and carers will have been provided.</p> <p>An annual Edurio questionnaire will have been completed by all Students. Results will be analysed and any areas for development will be identified and acted upon.</p> <p>An annual Edurio questionnaire will have been completed by all Staff. Results will be analysed and any areas for development will be identified and acted upon.</p>	<p>We listen to our stake holders and action plan areas of development based around equality.</p>

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