



Equalities Plan

Erdington Academy

Part of Fairfax Multi-Academy Trust

September 2022 – September 2025

Document Owner:	Ms Cross – Vice Principal
Ratified By:	Mr Mallett - Principal
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Review Date:	September 2025



Objective	Action(s)	Who is responsible for the action(s)?	Deadline for action(s)	Cost (£)	Success Criteria	Who is responsible for measuring the success?	Deadline for evaluation
Ensure effective systems to communicate the school's equality duties are embedded.	The updated equalities plan and equalities policy are placed onto the website, and are accessible to staff, students and parents.	All	October 2023	Nil	Available on website, reviews of provision and student surveys show that students are aware of equalities issues.	HT	October 2023
To ensure that all pupils make at least good progress including vulnerable groups and individuals.	Data reports and data meetings will include the progress and achievement of all vulnerable groups, and in particular vulnerable individuals, with interventions targeted to raise their achievement.	HT, DHT, AHTs AAHTs	Termly	Nil	No significant gaps between the progress of vulnerable students and their peers nationally or in school.	HT	Termly

To develop a wide-range of opportunities within the school's curriculum to	A broad and balanced curriculum, including differentiated pathways at KS3	HT, DHT	Annually	Nil	No significant gaps between the progress of vulnerable students and their	HT	Annually – September
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address equalities issues.	and KS4, will allow all students to access an appropriate curriculum and receive support where required. The school's personal development programme will allow opportunities for students to discuss equalities issues. Curriculum design for each subject and tutorial/assembly programme promotes diversity.	Leader of Edge Programme / Tutorial programme	Annually	Nil	peers nationally or in school. Reviews of provision and student surveys show that students are aware of equalities issues.	DHT	Annually - July
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To ensure that disabled pupils are fully represented.	Ensure all students are given opportunities to apply for positions on the student council and student leadership team, and encouraged to	SENDCO	Ongoing	Nil	SEND students are represented on the student council and leadership team	AHT: behaviour	Annually at the point that students apply for positions, and at each opportunity for student voice.
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	do so. Ensure all students are able to access student voice activities.						
To ensure the academy environment promotes diversity.	Posters around the school site promote diversity and inclusion	HT	Ongoing	Low	Actions completed	HT	Annually – July
	Appropriate steps taken to ensure that students, parents and visitors with disabilities are able to access the school site.	HT	Ongoing	Low	All students, parents and visitors are able to access as much of the school site as possible	HT	Annually - July

To ensure that all pupils are encouraged to make a positive contribution to the life of the academy.	Teach students about difference and diversity and the impact of stereotyping, prejudice and discrimination throughout the curriculum but primarily in PSHE and the form time programme.	Leader of Edge Programme / Tutorial programme	Ongoing	Nil	The majority of staff and students promote and demonstrate whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour. The majority of lessons include activities that	HT	Annually – July
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	We prepare our pupils for life in a diverse society and ensure that there are activities across the curriculum that promotes the spiritual, moral, social and cultural development of our pupils.	DHT	Ongoing	Nil	promote SMSC for students.	AHT: Teaching and Learning	Termly
	All groups of pupils are encouraged to participate in school life and make a positive contribution, e.g. through the house system, school council, as ambassadors and fundraising	AHT: behaviour	Ongoing	Nil	All students participate in some form of activity/activities which make a positive contribution to school life.	AHT: behaviour	Termly

To ensure we respond promptly and appropriately to all incidents of racist behaviour,	Procedures in place to deal with any such actions, with a bullying log to record them. The bullying log	AHT: behaviour	October 2019	Nil	Bullying log, student voice, staff voice and parent view show that incidents are dealt with	HT	Annually - July
victimisation and harassment.	to be reviewed regularly to pick up on any patterns in incidents or repeat offenders.				appropriately and promptly		

To ensure all children can take part in all aspects of the curriculum, including educational visits and journeys; lunchtime activities; PE and dance and assemblies.	In form time/assemblies celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Black History Month, International Women's Day, Eid, and Christmas.	Careers Leader, DHT	Annually	N/A	Regular opportunities for students to appreciate their own culture and celebrate the diversity of other cultures is provided.	DHT	Annually – June
	Ensure that the assembly programme promotes role models that young people positively identify with and which reflects diversity in terms of race,	Leader of Edge Programme / Tutorial programme	Annually	N/A	All staff promote positive images which reflect the diversity of the school and community in terms of race, gender and disability, for example in	HT	Annually - June

	gender and disability.				assemblies, books, publications and learning materials and in classroom/corridor display.		
	Ensure that Educational Visits and extra-curricular activities including DofE, are offered to students with SEND and that they are encouraged to take part, with appropriate support where required.	SENDCO, Careers Leader	Ongoing	N/A	No student is discouraged or unable to take part in activities, as evidence through participation rates and student voice.	HT	Annually - June
	Provide trips and experiences for students (e.g. CBSO trip Y7, theatre visit Y8, art gallery Y9).	Careers Leader	Ongoing	Parent contribution and PP funding	No student is discouraged or unable to take part in activities, as evidence through participation rates and student voice.	HT	Annually – June

	Students receive instrumental tuition free of charge.	Leader of Music	Ongoing	Approx £30,000 annually	Majority of students take up experience.	DHT	Termly
To ensure extended school activities such as breakfast and afterschool clubs take into account pupil needs and access issues and pupils attending reflect the diversity of the school population in terms of race, gender, disability and socio-economic status.	A range of lunch time and after school activities are offered. These are all free and pupils with talent are encouraged by the subject teacher to participate in these activities.	All	Annually	Nil	PP is equal pro rata to up-take by non PP.	DHT	Termly
	Analysis towards the end of each term to see the numbers of groups.	AHT: behaviour	Termly	Nil	The diversity of the school is reflected in the uptake of extra-provision as a whole.	DHT	Termly
	Regular student voice to identify new areas of interest and increase participation rates.	AHT: behaviour	Termly	Nil	The diversity of the school is reflected in the uptake of extra-provision as a whole.	DHT	Termly