

## The Iffley Academy Equality Objective

**October 2016**

Following our audit of equalities in the Academy, and the national drive to raise standards for identified groups of vulnerable learners, through Pupil Premium and Year 7 catch up funding, the governing body has agreed the following Equality Objective:

|    | <b>Equality objective</b>   | <b>Success Criteria<br/>How we will know we are making progress</b>   | <b>Actions required to achieve objective</b>  | <b>Aims of the Equality Duty</b>  | <b>Protected Characteristics</b>   |
|----|---|---|---|---|--|
| 1. | To ensure that staff and students excel by further improving the SEN knowledge and skills of the staff team | <p>All teachers will identify areas of SEND interest and set personal targets through appraisal process.</p> <p>All teachers will engage in external CPD and share outcomes and experiences with colleagues to improve and inform teaching and learning.</p> <p>Regular contributions are made to the Virtual Classroom by a range of staff.</p> <p>All support staff attend morning training sessions to improve knowledge and understanding of a range of SEN.</p> <p>All support staff engage with the Support Staff appraisal system and identify two key objectives to support the progress of all learners.</p> <p>100% of lessons observed are judged as Good or Outstanding and demonstrate deeper understanding of specific SEN requirements of each student in the class, through the resources and strategies used. Students continue to make Good or Outstanding progress in the core subjects.</p> | <p>New Support Staff Appraisal policy (Oct 16)</p> <p>Introduce Teaching Assistant Standards for support staff</p> <p>Deliver a robust programme of SEN training and development opportunities throughout the year</p> <p>Further develop the Virtual Classroom to support CPD and action research</p> <p>Collaborate with Oxfordshire Schools Teaching Alliance to support with national research projects</p> | <p>To ensure that all pupils and staff are encouraged and able to achieve their full potential</p> <p>To ensure that an inclusive ethos is established and maintained</p> | <p>Age</p> <p>Disability</p> <p>Gender</p> <p>Religion or belief</p> <p>Sexual orientation</p> <p>Race</p> |