



Ridgeway Academy Equality Action Plan



Updated: Summer 2021

Updated by: STC

Actions		Start Date	Led By	Review Date	Notes/Comments (internal view - hide for PDF for website)
1	In line with the school's commitment to promoting equality, Heads of Dept will further review curriculum offer, schemes of learning and staff curriculum training to ensure the curriculum reflects diversity and equality, whilst also representing the students at Ridgeway.	Autumn 2024	SLT and HoD	Summer 2026	Full curriculum reviews have taken place in all subjects and updated schemes of learning are in place. Leadership reports to LGB reflect KPI progress for identified groups of students based on protected characteristics
2	In line with the school's commitment to promoting equality, AHT with responsibility for EDI and subject lead Personal Development will review Personal Development curriculum offer to ensure the curriculum represents students at Ridgeway ensuring all students develop their knowledge and understand their role in challenging prejudice, stereotyping and intolerance on the grounds of disability, gender, race age, religion or belief or sexual orientation or other form of diversity. This learning will be underpinned by assemblies and other key events across the school year.	Autumn 2024	SLT	Summer 2026	A full review of the PDE curriculum has taken place with updated schemes of learning now in place and reflective of the school's values. Change of context lessons are effectively used to address emerging issues. The assembly schedule reflects the diverse context of the school and local community, and is linked to the school values. The school has achieved the 'Excellence in Pupil Development' award. Fundamental British Values are mapped across the school.
3	Continue to use the Pupil Premium & 16-19 Bursary funding to support disadvantaged student groups with access to additional educational resources e.g. chromebooks, 1-2-1 tutoring, peer mentoring and extra-curricular opportunities. Identify and share students' barriers to learning with teaching staff, increasing knowledge of students. Monitor the impact through key academic performance indicators.	Autumn 2024	SLT	Summer 2026	By September 2027 all students 7-11 will have their own school device, and the blended learning program continues to strengthen. Targetted intervention is in place across the school in a number of different formats. Circles of inclusion support staff to identify SEND and PP barriers to learning and develop suitable adaptations where required. Targetted support to help parents attend PTCs and other parental engagement events. Fluency and phonics intervention offered to PP/SEND students as a
4	Develop CPD opportunities for all staff to further improve subject knowledge on issues of EDI, thus strengthening their ability to educate and tackle incidents of discrimination.	Autumn 2024	SLT	Summer 2026	Whole staff training is completed periodically on relevant aspects linked to PP, SEND, safeguarding, protected characteristics and inclusive practices.
5	Increase diversity of staff at all levels, (including governance) through active recruitment; making improvements to the school website and publications; and implementing coaching for aspiring leaders from minority groups.	Autumn 2024	SLT	Summer 2026	All adverts are published advising that we are 'committed to ensuring inclusion, diversity and equality of opportunity' and that 'we welcome applications from all suitable candidates and encourage those from underrepresented groups and/or with protected characteristics to apply'. Fundraising includes a day dedicated to celebrating different