




Dedication Respect Engagement Achievement Motivation Success

Trafford Alternative Education Provision

Equality Action Plan 2023/24

Link to Public Sector Equality Duty	Protected characteristic	Aim: 	Objective:	Target group(s): e.g. the whole school, girls, boys, SEN, staff, etc	Action:	Who's responsible?	Dates from and to:	Milestone/progress:
All	All	To raise awareness among pupils, staff, and governors regarding their legal obligations around equality and the practical implications of these obligations within the workplace.	For all stakeholders to clearly understand the meaning of a protected characteristics	All pupils, governors, and staff	Equality act to be taught during PSHE (rights and responsibilities of a child unit.) Assemblies to make explicit the Equalities Act when discussing diversity Staff inset on diversity to discuss the legal framework	Whole staff SENDCo	Academic year 23/24 By July 2024	The 10 protected characteristics within the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and gender identity. It's important for stakeholders to understand and recognize these characteristics to ensure equality and

								<p>fairness in all areas of life.</p> <p>All staff completed the National College Certificate in Equality, Diversity, and Inclusion for Secondary Schools & Academies</p> <p>SLT</p> <p>National College Embedding Equality, Diversity and Inclusion into Your Approach to Safeguarding Secondary</p> <p>Misogyny and Gender-Based Discrimination: A Whole-School Response Developing the Role of the Equality, Diversity and Inclusion Lead</p>
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All	All	To ensure changes to the use of support staff are well considered and managed to ensure good outcomes for pupils with SEND or vulnerable pupils	For all pupils to receive appropriate challenge and engagement through well-planned and managed classroom support. This helps to ensure that every student has the opportunity to reach their full potential. Teachers should be aware of the needs of their students and adapt their teaching methods accordingly to provide the necessary support. By doing so, they can help to create a positive and inclusive learning environment	All staff	Staff to be aware of pupils vulnerable to underachievement and to reflect this in their planning of TA support, adapting this to the needs of their class	Teaching staff – monitored by Deputy Curriculum/Standards /SENDCo	Academic year 23/234	All groups of pupils will have made adequate progress (as defined by the SEND code of practice) in all subjects, and to reach good attainment
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