

Equality and Diversity Objectives Action Plan – 2023-2024

Objective	2022/23 and RAG	Actions	Who and when	On track RAG
Increase achievement rates for male apprentices to within 2% of female achievement rates	Male 56.6%achievement (+0.6%) Green	Develop on target RAGG by gender.	CO/RE – Feb (RAGGs due Feb)	Green
Reduce the achievement gap between learners with a disclosed disability and those without a disability to a maximum of 5% annually	75% (-11.3%) 398 Red	<p>Additional support for EAA process.</p> <p>EHCP monitoring at every CPR for each Dept.</p> <p>Individual support records and plans on ProM and improve teaching staff awareness of these.</p> <p>Active attendance monitoring for all ‘at risk’ learners</p> <p>Improve reliability of terms to improve support plans</p>	<p>NB –Jan</p> <p>KH/RE termly</p> <p>NB/VW - Dec</p> <p>VW/AT/RE - Jan</p> <p>NB/MC - Jan</p>	<p>Complete</p> <p>Green</p> <p>Green</p> <p>Amber</p> <p>Amber</p>
Reduce the achievement gap between learners eligible for free school meals and all other learners to within 2% annually	75% (-6.3%) Amber	<p>Improved dashboard visibility.</p> <p>Add to active attendance monitoring for all ‘at risk’ learners for increased monitoring.</p> <p>Tutors to monitor FSM learners and alert HoF to progress concerns and SEPOs to attendance concerns.</p> <p>Monitor and review data</p>	<p>CO/MC – Feb</p> <p>MC/AT/SEPOs - March</p> <p>VW/HoFs/AT – March</p>	<p>Amber</p> <p>Amber</p> <p>Amber</p>

		for FSM learners.	HoFs - ongoing	Amber
Reduce the achievement gap between learners who are classed as looked-after or care leavers to a maximum of 5% annually	73% (-11%) Red	Improved data reporting CLA monitoring at every CPR for each Dept. HoFs have CLA lists for staff meetings – all disciplinaries etc to include SP (Des Teacher) SP to attend all PEP SP to have direct access to and support from SLT as required.	CO/MC – Feb KH/RE – ongoing HoFs – ongoing SP/SLT ongoing	Amber (attendance in place) Green Green Green
Increase the number of adults who achieve a basic skill in maths or English to within 10% of the benchmark	47% (national achievement ~57%) Amber	Multiply provision with stepping stone provision to FS. Align FS and GCSE See maths and English QIP for TLA improvements Accessibility of a synchronous learning	RE/DM – ongoing RL/RE RL/RE RL/RE	Green Green Amber Amber