



## Single Equality Duty

### Equality Information (224 employees)

Gender: 62 male and 162 female

Ethnicity: 207 White British, 17 Other, 0 Not Stated

Disability: 5 employees have notified TLA of their disability

### Equality Objectives (taken from the Academy Improvement Plan)

<b>Data Tracking</b>	Sep-Jul: Use software to allow senior leaders, subject leaders and pastoral managers to engage in clear and focused discussions about student achievement at student/subject/class/teacher level in all year groups.
<b>Year 9-11 Curriculum</b>	Sep-Jul: Additional interventions to support maths, science and English in Years 10-11 with a particular focus on girls' attainment
<b>Disability Equality – Identify &amp; consult client group</b>	Sep-Jul: Establish and consult client group of students, staff and parents to advise on access to information, the premises and the curriculum
<b>Access to information</b>	Sep-Jul: Make 'reasonable adjustments' in response to feedback
<b>Access to the premises</b>	Sep-Jul: Ensure accessibility requirements are compliant in designs for the new build and make 'reasonable adjustments' to meet needs of individuals
<b>Access to the curriculum</b>	<p>Sep: Train relevant staff to address needs of new students with Autistic Spectrum Condition and allocate Special Support Centre staff accordingly</p> <p>Sep-Oct: Complete mapping of Learning Support provision and post all relevant documents on staff intranet, including Special Educational Needs register and strategy sheets</p>

Updated Nov 2011