



**VENN  
BOULEVARD  
CENTRE**

## Equality Action Plan for Venn Boulevard Centre, 2023-24

<b>Objective</b>	<b>Action</b>	<b>Timeframe</b>	<b>Responsibility</b>
Objective 1: To ensure that all staff and trustees are aware of the current legislation surrounding equality and diversity and understand their responsibilities.	Conduct training sessions for all staff and trustees on current legislation around equality and diversity and their responsibilities.	Academic year 2023-24	Head of School

Objective	Action	Timeframe	Responsibility
Objective 2: To actively promote awareness, inclusivity and diversity for all, ensuring community cohesion and engendering a sense of belonging for all.	Celebrate diversity by highlighting different cultural events and traditions throughout the academic year.	Academic year 2023-24	Head of School
Objective 3: To ensure an inclusive ethos and culture, actively opposing all forms of discrimination.	Review policies and procedures to ensure that they promote inclusivity and diversity.	Academic year 2023-24	Head of School

<b>Objective</b>	<b>Action</b>	<b>Timeframe</b>	<b>Responsibility</b>
Objective 4: Acknowledge the existence of mental health issues, signposting and actively offering support and guidance, ensuring mental health challenges are not stigmatised.	Offer mental health awareness training for all staff and signpost pupils to mental health services.	Academic year 2023-24	Head of School  Wellbeing Team

Objective	Action	Timeframe	Responsibility
Objective 5: To actively seek to close gaps in attainment and achievement between pupils for all groups of pupils, particularly those eligible for pupil premium, those with SEN, looked after pupils and pupils with English as an Additional Language.	Provide additional academic support to pupils who require it, such as tutoring and mentoring.	Academic year 2023-24	Head of School

By implementing this Equality Action Plan, Venn Boulevard Centre is committed to creating an inclusive and supportive environment for all pupils and staff, where diversity is celebrated and discrimination is actively opposed.