

EQUALITIES OBJECTIVES



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Approved by:	Ms Tanya Douglas - Head Teacher Date: Autumn 2025 Mrs Tracey Jenkins - Chair of Governors
Last reviewed on:	Autumn 2025
Next Review:	Autumn 2029

Objective	How we plan to meet this objective	Responsibility and Completion Date
<p>Ensure as a school we actively promote excellence in teaching and remove any barriers to learning and participation that can hinder or exclude individual pupils, or groups of pupils</p>	<ol style="list-style-type: none"> 1. Collect, analyse and monitor information about student performance and progress, by PP, SEND, Ethnicity, Gender. 2. Continue to improve the progress and attainment of students with a particular focus on those students who are in groups that are classed as vulnerable and who traditionally underachieve relative to the cohort as a whole. <p>To close the gaps in attainment and achievement between students and groups of students, especially pupil premium students, students with SEND and looked after children. This will be done by:</p> <ol style="list-style-type: none"> a. Ensure Quality Teaching for All; through effective CPD training, learning walks, observation and staff coaching b. Use of contextual information to plan for the diversity of needs in our school including through annotated seating plans. c. Early identification and referrals through the Inclusive Learning group for SEND d. Effective deployment of teaching assistance to lessons e. EAL progress and attainment monitored, as well as ensuring students receive adequate targeted EAL interventions where needed f. Intervention strategies are undertaken and evaluated for students in receipt of Pupil Premium funding and who are identified as under achieving g. Targeted intervention and catch up classes. <ol style="list-style-type: none"> 3. Promote understanding of Special Educational Needs within the 	<p>Data entry points – JM/CLY Subject Leaders/SLT -ongoing</p> <p>CLT/GSa ongoing</p> <p>All staff - ongoing</p> <p>GSa - termly monitoring GSa-ongoing DBo/GSa -</p> <p>CLy – ongoing</p> <p>Subject Leaders – ongoing</p> <p>GSa - ongoing</p>

	<p>school through CPD</p> <p>4. Monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with SEND and ethnic minorities.</p>	AG - ongoing
Promote belonging across the school, showing diversity in people and perspectives is welcome here	<ol style="list-style-type: none"> 1. Adopt the halo code 2. Promote inclusion and equality through the work of the Free and Equal Ambassadors 3. Regular review of the curriculum provision to ensure that it reflects the pupil needs recognising that our pupils have a range of individual learning needs and are members of our diverse community. 4. Improve monitoring of equal opportunities data and take action where there are patterns for individual/groups of students. 5. Ensure equalities data is shared termly with the Governing Body for their monitoring. 6. Continue staff training is in place for Equalities issues as part of the CPD programme. 7. Provide racial literacy training for staff as part of our approach to be a anti racist school. 8. Hold an annual Culture Day to promote belonging and that diversity in people and perspectives is welcome here 9. Use the Equalities Report to monitor aspects of equalities across our school and take action on key areas. 	<p>TD - January 2022</p> <p>AG - ongoing.</p> <p>KSo/SLs- annual summer task when reviewing long term plans</p> <p>AG-termly</p> <p>CLT/AG</p> <p>TD Dec</p> <p>NSL</p> <p>AG</p>
Ensure that the staff body is reflective of the local community	<ol style="list-style-type: none"> 1. Improve recruitment procedures to ensure diversity is reflected on interview panels. 2. Actively promote the recruitment of staff and governors from BAME backgrounds. 	<p>TD/AH as needed</p> <p>TD/COG - ongoing</p>