

Chace Community School Equalities Objectives September 2021-September 2025

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 PPG 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 - PJo</p> <p>CLT/JL - ongoing</p> <p>All staff - ongoing</p> <p>JL - termly monitoring</p> <p>JL - ongoing DBo/JL - ongoing</p> <p>PJO/AG</p> <p>CLy</p> <p>JL - ongoing</p>

	<p>school through CPD and training of Development Leads</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 LGBTQIA+ Alliance and ARWG. 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. Improve signposting and information on equalities issues through the Parent bulletin 	<p>TD - January 2022 JBo/JL - ongoing.</p> <p>CU/HOFs - July 2022 and annual</p> <p>JL - termly</p> <p>JL - termly</p> <p>CLT/JL</p> <p>JL - termly</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/AS as needed</p> <p>TD/COG - ongoing</p>