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Equality Objectives 2023 - 2026

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| **Objective** | **Equality Strand** | **Target Groups** | **Action** | **Who is responsible:** | **Dates to and from:** | **Success indicators** | **Progress**  **(RAG)** | **Date review by LAB** |
| **Objective 1:** To monitor and analyse pupil achievement, including attendance, by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils. | Race  Sex  Disability | SEND  EAL  Girls  Boys  FSM | * Data systems monitor collate information on groups so trends can be identified and actioned * SENDCo actions strategies to improve outcomes of students with SEND/EAL. * DHT actions strategies to improve attendance of students. | SLT  LAB | March 2023 – March 2026 | Analysis of school data demonstrates that the gap is narrowing for equality groups |  | Autumn 2023 |
| **Objective 2:** To raise levels of attainment in core subjects for vulnerable learners. | Race  Sex  Disability | SEND  EAL  Girls  Boys  FSM | * Data systems for each subject and reading monitor and collate information on groups so trends can be identified and actioned. * Head of Eng, Literacy, Maths and Science action strategies to improve student outcomes. | SLT  HoCore  HoLiteracy | March 2023 – March 2026 | Analysis of school data demonstrates that the gap is narrowing in attainment for Math, Eng (inc Reading) and Science for equality groups. |  | Autumn 2023 |
| **Objective 3:** To review levels of parental and pupil understanding of diversity both in school and in the wider community to ensure equity and fairness in access and engagement. | Race  Religion/belief  Sexual orientation  Disability | Whole school | * A robust RE syllabus based on a core understanding of the Christian faith is delivered, supported by an understanding of the similarities and differences in other faiths. * Displays in the classroom and corridors promote diversity in terms of race, gender and ethnicity. * Curriculum areas will promote role models and sufficient individuals that students are able to relate to positively to identify, and reflect diversity of race, gender and disability. * Enrichment opportunities are planned to promote a wider understanding of inclusivity with barriers removed so all students can access. * The library will represent a range of books that support diversity. * The school will celebrate recognition for inclusivity practice through external recognition; Educate & Celebrate, Rights Respecting School and the Quality Inclusion Mark. * Increase in parent communication and forums providing important opportunities to share, educate and celebrate with the whole community. | SLT  Teachers  Support staff  LAB | March 2023 – March 2026 | Ongoing increased awareness of different communities.  Evidenced through teachers planning, pupil questionnaires and parent voice.  Display work and resources in school reflect diversity.  Student council groups.  External recognition. |  | Autumn 2023 |