

## Equalities Objectives Action Plan & Annual Review 2023 - 24

The objectives are set in conjunction with the [STAR MAT Equalities Policy](#), the school's Accessibility Plan and Development Plan. Objectives are reviewed annually by the LGB and updated every three years.

	Objective	Issue	Actions	Who	Timescales	Success Criteria/Outcome
1.	To improve attendance rates for students in vulnerable groups from 2022/23 to 2023/24	Attendance of vulnerable groups, specifically students with EHCP and those identified as Pupil Premium.	-Using EEF guidance on improving attendance and punctuality, create robust Attendance Strategy, utilising key personnel including EP, PP Manager, SENCo, SLT.	PBE ASY DNY	Review July 2024	Attendance rates increased for students in vulnerable groups from 2022/23 to 2023/24
2.	To develop classroom teaching and learning of adaptive teaching to improve access to the curriculum for students with special educational needs.	Students with special educational needs do less well than peers without SEN. Quality Enhancement evidence identifies the need for improved adaptive teaching.	-SEN Teaching and Learning (TLC) 2023/24 -Whole School Training and Focus (SIP)- -Department Review Cycle -SEN Review Actions	DNY MGI	Review July 2024	Improved outcomes for students with SEN QE evidence shows improved adaptive teaching methods.
3.	To ensure our anti-bullying strategy is informed by quality data around children's experiences around child on child abuse/bullying	To further enhance the use of reported data to allow for high impact actions for student groups.	Introduce new recording methods through CPOMS on Child on Child abuse and bullying -To use Class Charts and CPOMS to review data -To use data to inform the anti-bullying strategy, PD curriculum, Assemblies, Anti-bullying Week, SMSC themes.	RVE PBE MCA	Review July 2024	Children with protected characteristics receive swift interventions and support at points of need. Clear access to channels of support. Student Voice supports/suggests that students are able to report concerns with confidence. Students and Staff validate a culture of tolerance.

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### May 2024 Progress Update

	Objective	Issue	Actions	Who	Timescales	JULY 2024 PROGRESS UPDATE
1.	To improve attendance rates for students in vulnerable groups from 2022/23 to 2023/24	Attendance of vulnerable groups, specifically students with EHCP and those identified as Pupil Premium.	-Using EEF guidance on improving attendance and punctuality, create robust Attendance Strategy, utilising key personnel including EP, PP Manager, SENCo, SLT.	PBE ASY DOU	Review July 2024	SEN students increased in comparison to national, but still below TGS target. PP is still low (at 88%). Reappointment of VHU has ensured maintenance of current level. EHCP of significant concern. PBE working with DOU on strategies and case studies. Attendance for Vulnerable groups remains on SIP 24-25.
2.	To develop classroom teaching and learning of adaptive teaching to improve access to the curriculum for students with special educational needs.	Students with special educational needs do less well than peers without SEN. Quality Enhancement evidence identifies the need for improved adaptive teaching.	-SEN Teaching and Learning (TLC) 2023/24 -Whole School Training and Focus (SIP)- -Department Review Cycle -SEN Review Actions	DOU MGI	Review July 2024	SEN TLC using EEF Recommendations. Sessions completed 2023/2024 include: <ul style="list-style-type: none"> <li>- Explicit instructions,</li> <li>- Flexible Grouping</li> <li>- Scaffolding</li> <li>- Using Technology</li> </ul> Whole school training: <ul style="list-style-type: none"> <li>- Reading</li> <li>- Executive functioning and ideal school( Led by Dr Clare Stephens, Ed Psych)</li> </ul>

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3.	To ensure our anti-bullying strategy is informed by quality data around children's experiences around child on child abuse/bullying	To further enhance the use of reported data to allow for high impact actions for student groups.	Introduce new recording methods through CPOMS on Child on Child abuse and bullying -To use Class Charts and CPOMS to review data -To use data to inform the anti-bullying strategy, PD curriculum, Assemblies, Anti-bullying Week, SMSC themes.	MCA PBE RVE	Review July 2024	<p>All data passed onto each Pastoral Leader and actioned as per Anti-Bullying Policy. Increased awareness and vigilance has led to an increase in reporting. Most common bullying category is 'verbal bullying' but very little repeat offence - less than 1% of incidents. Assemblies and SMSC themes 23/24 include: Anti-Bullying; Autism Acceptance Week, Kindness, Black History Month, International Day for People with Disabilities; International Men's and Women's Days; Holocaust Memorial; LGBT History Month, Pride Month (Refugee Week still to run in summer term 2024).</p> <p><b>The Endurio Pulse Student Survey (Spring 2024) showed an improvement of 5% in student views since they were last asked if they had been bullied in the past three months. The result for this important safeguarding question was our best score of the whole survey at 87%.</b></p>
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