

Strategic Equality Plan 2024–2027

Equality Objectives and Action Plan

Equality Objective 1: Support groups of pupils by responding effectively to their needs and regularly monitoring the progress of each pupil.

Our research:

Supporting all pupils is a priority. The school has invested in targeted programmes to support wellbeing, literacy and numeracy, and monitor pupil progress regularly.

Engagement:

Staff work closely together and ensure we are aware, and respond to pupil needs through targeted support and resources.

Data:

Analysis of PASS data, national tests and professional discussions.

Success criteria:

- Gaps between boys and girls attainment will reduce
- Pupils receiving support will make appropriate progress
- Gap between FSM and non-FSM pupils will reduce
- Vulnerable pupils have equal opportunities

Action Plan

	Description	Responsibility	Start Date	End Date
1.1	Monitor and refine our curriculum	Headteacher / Teachers	Sept 2024	Ongoing
1.2	Respond to individual needs	All staff	Sept 2024	Ongoing
1.3	Ensure tracking systems are effective	All staff	Sept 2024	Ongoing
1.4	Provide targeted support	All staff	Sept 2024	Ongoing

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Equality Objective 2: Strengthen partnerships with parents and the community.

Our research:

The school community is supportive and inclusive, but we aim to continue to strengthen partnerships.

Engagement: Continue to strengthen links with our community and ensure inclusive, welcoming environment and sense of belonging for all.				
Data: Parent and pupil questionnaires, pupil voice activities.				
Success criteria: - Ensure Provision and information is accessible and inclusive to all				
Action Plan				
	Description	Responsibility	Start Date	End Date
1.1	Questionnaires and pupil voice	Headteacher	May 2024	Ongoing
1.2	Clear communication (newsletter)	All staff	Sept 2024	Ongoing
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Equality Objective 3: Monitor attendance of learner groups.				
Our research: Not all pupils meet the school attendance target of 95% currently. Continue to work with families to support attendance.				
Engagement: Monthly tracking system and support for families to improve attendance when appropriate.				
Data: Attendance tracker and records.				
Success criteria: - Attendance targets increase for all learners that are below the school target.				
Action Plan				
	Description	Responsibility	Start Date	End Date
1.1	Monitor every pupils attendance monthly	Headteacher	Sept 2024	Ongoing
1.2	Support families- headteacher to contact families to offer support	Headteacher	Sept 2024	Ongoing

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Equality Objective 4:

Review access to facilities.

Our research:

School facilities have improved; accessibility remains priority.

Engagement:

Feedback highlights areas that access needs improvement.

Data:

Improvement planning and site evaluation.

Success criteria:

- Accessibility improves
- Needs of pupils with physical/sensory needs will be supported.

Action Plan

	Description	Responsibility	Start Date	End Date
1.1	Health and safety walks- three times a year- Governors, pupils and staff. Ensure access to all areas of the school site for everyone.	Headteacher	Nov 2024	Ongoing
1.2	Improve signage around the school site	Headteacher	Sept 2024	Ongoing