



Equality objectives statement action plan 2022-26

Identified concern:	Community diversity
Objective:	To continue to develop a culturally inclusive curriculum which celebrates equality and diversity by promoting pupils understanding of identity, diverse communities
Aim:	Developing an understanding of diversity and adopting an inclusive attitude.
Action:	Ensure Cultural Diversity in a curriculum intent running through all subjects Wide range of literature promoting diversity and equality High quality RE curriculum and celebration of others views and beliefs In collective worship plan opportunities to celebrate Christianity as a diverse and worldwide religion. Visitors Visits to Bedford Faith Tour
Responsibility:	The headteacher will be responsible for developing this objective; however, all staff are responsible for ensuring that all pupils receive a rich range of experiences.
Timescales:	Ongoing. Bedford Faith Tour- every other year.
Review:	Ongoing monitoring and review as part of whole school monitoring and evaluation schedule. Headteacher report to Governors termly.

Identified concern:	Boys achievement lower than girls achievement in all areas at EYFS and KS1, Low attainment of SEND, pupil premium and traveller pupils
Objective:	To narrow attainment gaps between gender, SEND pupils, LAC and previously LAC, vulnerable/traveller pupils and those pupils with EAL

Aim:	To promote equality in achievement and opportunity and to narrow attainment gaps
Action:	Train staff to support SEND pupils Monitor high quality first teaching and culture of high expectations Effective use of TA support Early Intervention and grant funding for those SEND, traveller and EAL pupils High quality interventions as evidenced on provision mapping software
Responsibility:	The headteacher will be responsible for developing this objective and implementing the appropriate actions.
Timescales:	Ongoing. Pupil progress meets following monitoring and evaluation schedules
Success criteria:	Raised number of boys achieving GLD Raised number of boys achieving expected standards at phonics screen and end of KS1
Review:	Continue to monitor through pupil progress meetings and termly headteacher reports to governors. Monitor in relation to gender imbalances in class sizes.

Identified concern:	Persistent Absenteeism- traveller and pupil premium
Objective:	To reduce the proportion of persistent absenteeism for specified groups.
Aim:	To increase % attendance which will in turn support pupil progress
Action:	Regular communication with parents- Early Help assessment Seek advice from EWO, traveller liaison officer Offer wake up/sunflower club support Emotional well-being support Ensure pupils access extra-curricular activities Home learning expectations School transport?
Responsibility:	The headteacher will be responsible for developing this objective and implementing the appropriate actions.

Timescales:	Ongoing.
Success criteria:	% Attendance increases
Review:	Monitoring of attendance weekly Attendance reporting to governors termly.

Identified concern:	Ensuring SEND and Traveller pupils have the resources and opportunities to access an inclusive curriculum
Objective:	To ensure that all pupils are given similar opportunities with regards to curriculum and extra-curricular activities.
Aim:	Equality of opportunity for all
Action:	Staff training PE – Supporting pupils with SEND and disability Liaising with special schools to support provision Training from Chiltern school- Attention Autism Elklan training- TA Speech and Language provision funding. Source grants for assistive technology
Responsibility:	The headteacher will be responsible for developing this objective and implementing the appropriate actions.
Timescales:	2023-24
Success criteria:	Logs of clubs indicate that SEND/PP pupils attend extra curricular activities Pupils make good progress towards their EHCP targets.
Review:	SEND parent questionnaire- Annual SEND review meetings SENDCO report to governors

Identified concern:	School accessibility for disabled pupils/parents/visitors
Objective:	To increase accessibility for disabled
Aim:	To ensure equality of access for those in a wheelchair
Action:	See Disability and Accessibility Plan Liaise with parents of disabled pupils- parking in school car park. Grant funding to improve facilities (ramps and toileting facilities) Ensure all pupils appreciate that cloakrooms should be clear and tidy due to accessibility. Consider events such as Sports, Christmas Plays, Church events, Collective worship, School trips etc.
Responsibility:	The headteacher will be responsible for developing this objective and implementing the appropriate actions.
Timescales:	Ongoing
Success criteria:	School is accessible for those with physical difficulties
Review:	SEND questionnaire Governor monitoring and review

Identified concern:	Some parents are not able to read school communications/support pupils with homework
Objective:	To ensure that information is accessible to all parents.
Aim:	To ensure that all parents are fully informed of school activities, events and expectations. To support those pupils who are unable to access homework- reading and maths at home.

Action:	<p>Homework club Ensure regular verbal communication with parents who are unable to read school newsletters etc Invite parents to workshops by word of mouth Liaise with traveller liaison officer Attend GRT network meetings @ Stanbridge Lower</p>
Responsibility:	<p>The headteacher will be responsible for developing this objective and implementing the appropriate actions.</p>
Timescales:	<p>Ongoing.</p>
Success criteria:	<p>Affected groups access all information and pupils make good progress in learning from assessed starting points.</p>
Review:	<p>Regular feedback sought from those affected parties. Reported to governors.</p>