

## Woodlands Academy Equality Objectives 2020-2024

<b>Action Plan for:</b> Equality		<b>Date:</b> May 2020 - 2024		<b>Written By:</b> Heather Morris		
<b>Task:</b> To promote equality across all aspects of school life in line with the Equality Act 2019						
<b>Objective/rationale:</b>	<b>Success Criteria:</b>	<b>Plan:</b> Who, how, when & where	<b>Time scale</b>	<b>Impact:</b>	<b>Led by:</b>	<b>Monitored by:</b>
To improve the progress and attainment of deprived (pupil premium) children in Maths	<p>Termly data analysis</p> <p>Monitoring on Pupil Premium AIP and Maths Subject Improvement Plan.</p> <p>Individual targets are set for children eligible for pupil premium (7 steps for most)</p> <p>Where children are making less than expected progress due to their educational needs - progress of smaller steps will be effectively evidenced</p> <p>Planning will identify specific children and show their required intervention</p>	<p>Assessment judgements will be moderated in maths. Random sample of 4 pupil premium children per term by Phase Leaders and Maths Subject Leader.</p> <p>SLT will analyse Maths progress data of children eligible for pupil premium every other term.</p> <p>Information will be shared with governors, teachers and wider staff.</p>	Every Term before pupil progress meetings	At least 90% of the children eligible for pupil premium will meet their individual target.	Hannah Williams	HoS
To promote mental health and wellbeing in children with protected characteristics. <ul style="list-style-type: none"> <li>• Race</li> <li>• Disability</li> <li>• Religion/belief</li> <li>• Sex</li> </ul>	<p>Staff skills in recognising mental health concerns will be improved through training.</p> <p>Identify the children whose wellbeing may be affected – develop intervention support as needed</p> <p>Assemblies on school values</p>	Develop training programme for staff – 3 full staff meetings over the year and 3 parts of staff meetings.	Sept 2021	100% of staff will understand the protected characteristics identified in the Equality Act. All teaching and teaching support staff will be able to identify children with potential mental health needs.	Lianne Sheldon	HoS
To narrow the gap in attendance for pupils eligible for pupil premium, SEND and FSM	Reduce the gap between all children and the two identified groups All pupils T4 20/21 95.5% PP 93.8% FSM 93.6% SEND 94.9%	Use of attendance strategy. Additional supportive communication using new policy. Individual attendance action plans, including rewards and incentives.	July 20/21	Improved attendance overall. FSM, PP & SEND attendance will be at least in line with all children.	Lianne Sheldon	HoS

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To narrow the attainment gap between boys and girls	<p>Termly data analysis</p> <p>Individual targets are set for children (6 steps for most but 7 for some)</p> <p>Planning will identify specific children and show their required differentiation and intervention</p> <p>Current gaps (in each year group) reduce by 2021:  Year 2 – 35% to 18%  Year 3 – 21% to 7%  Year 4 – 23% to 8%  Year 5 – 31% - 17%</p> <p>*Gap in Year 6 cannot reduce due to SEND needs (2019/20)</p>	<p>Assessment judgements will be moderated. Book Looks carried out at least termly.</p> <p>Phase Leads will analyse progress data of children bi-termly.</p> <p>Curriculum content will engage and motivate learners.</p>	Before pupil progress meetings	<p>Progress and attainment data for children will meet targets set.</p> <p>Smaller or no gaps will exist between boys and girls attainment.</p>	Phase Leaders	HoS
To improve the progress and attainment of SEN children	<p>Termly data analysis</p> <p>Monitoring on SEND AIP</p> <p>Individual targets are set for children on the SEND register (6 steps for most)</p> <p>Where children are making less than expected progress due to their educational needs- progress of smaller steps will be effectively evidenced</p> <p>Planning will identify specific children and show their required differentiation</p>	<p>Assessment judgements will be moderated. Random sample of 3 SEND children per term by Mike Rylands.</p> <p>SENCO will analyse progress data of children with SEND every term.</p> <p>Information will be shared with SLT and wider staff.</p>	Every Term before pupil progress meetings	At least 90% of the children with SEND will meet their individual target (at time of writing 69% meeting individual targets)	Mike Rylands	HoS
To ensure that the staff and Academy Council are aware of current legislation surrounding Equality, Diversity and Disability and their responsibilities.	All staff and councilors will understand the legislation around Equality, Diversity and Disability	Head of School to arrange training.	Annual staff meeting and biannual email briefing	All teaching and teaching support staff will understand their responsibility with regard to the legislation around Equalities, Diversity and Disability.	Mike Rylands	HoS