

Rokesly Junior School

Equality Objectives

2023 – 2027



Equality Objectives 2023 – 2027:

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

School Vision:

Vision:

As a whole school, we aim to provide an environment that is purposeful, creative and dynamic, a place where children develop a thirst for learning that will stay with them throughout their lives. We want pupils to grow into resourceful, independent learners who are equipped with the knowledge and skills they need to succeed in the modern world. We see the acquisition of technological skills as a fundamental part of this.

Additionally, we want all of our pupils to become physically confident individuals who make lifelong choices to live healthy and active lives.

We strive for all of our pupils to be able to make a positive contribution to the school community and we also provide them with opportunities and encouragement to contribute to the wider community. We hope that this may lay the foundation for them to become responsible global citizens of the future.

We aim for our school to be a place where individual strengths are nurtured, so that children can achieve at an outstanding level, to further strengthen our vision of excellence for all.

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Objectives	Actions	Timescale	People responsible	Success Criteria	Monitoring arrangements
<p>Objective 1: To monitor and analyse pupil achievement by pupil group e.g. ethnicity, gender, special educational need etc. and act on any trends or patterns in the data that require additional support for pupils.</p>	<ul style="list-style-type: none"> Data interrogated termly and progress and achievement by groups monitored through the school tracking system. Data shared with governors termly. Identified groups of children discussed and tracked during termly pupil progress meetings. Use intervention meetings to identify appropriate interventions and strategies to support identified pupils from target groups. Systematic record keeping to assess effectiveness of any interventions used. Complete LA BME audit and develop a school action plan to address identified issues that are impacting the progress of BME pupils. 	<p>Termly</p> <p>Termly</p> <p>Termly</p> <p>Autumn 2023</p>	<p>SLT</p> <p>SLT/CT</p> <p>SENDCo</p> <p>SMT</p>	<p>Target groups identified and monitored and appropriate interventions implemented. Progress and attainment of identified groups to be a focus in the school improvement plan ultimately leading to high attainment of all pupil groups and pupils in the school.</p>	<p>SLT and GB</p>
<p>Objective 2: To increase the number of disadvantaged children attaining at greater depth.</p>	<ul style="list-style-type: none"> More able disadvantaged pupils identified on transfer from KS1 and tracked closely to ensure that they continue to make progress at an accelerated pace. Year group leaders to ensure that this group of pupils discussed at weekly planning meetings. Subject leaders to monitor this group's progress for their specific subject area. 	<p>Ongoing from spring 2023</p> <p>Ongoing from spring 2023</p>	<p>SLT and class teachers</p> <p>Year group leaders</p> <p>Subject leaders</p>	<p>More able disadvantaged pupils attain in line with other pupils nationally</p>	<p>SLT and GB</p>
<p>Objective 3: Raise awareness and understanding of special educational needs and disabilities.</p>	<ul style="list-style-type: none"> Provide specific INSET to staff on a range of specific SEN and disabilities (such as autism and ADHD). 2 members of the staff team to undertake Mental Health Training TAs to receive regular training sessions on different areas of SEND Ensure displays and resources reflect the diversity of society including people with additional needs and/or disabilities. To establish a regular Neurodiversity Week and invite speakers/visitors to school assemblies to promote awareness of specific SEN or disabilities. 	<p>From spring 2023</p>	<p>SENCo/ SLT/ Teachers</p>	<p>Knowledge and understanding of a range of SEN/disabilities improved across school (adults and pupils) leading to improved outcomes for pupils with SEND</p> <p>Bank of resources developed to support teachers when dealing with a range of mental health issues</p>	<p>SLT and GB</p>