

Waycroft Academy Equality Objectives 2020-2024

Action Plan for : Equality		Date: May 2020 - 2023		Written By: Lisa Craig		
Task: To promote equality across all aspects of school life in line with the Equality Act 2010						
Objective/rationale:	Success Criteria:	Plan: Who, how, when & where	Time scale	Impact:	Led by:	Monitored by:
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 Amy Lucas.</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.	Amy Lucas	HoS
<p>To promote mental health and wellbeing in children with protected characteristics.</p> <ul style="list-style-type: none"> • Race • Disability • Religion/belief • Sex 	<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	<p>100% of staff will understand the protected characteristics identified in the Equality Act.</p> <p>All teaching and teaching support staff will be able to identify children with potential mental health needs</p>	Mags Farrow	HoS
To narrow the gap in attendance for pupils with SEND and FSM	<p>Reduce the gap between all children and the two identified groups</p> <p>All pupils T4 20/21 96.4%</p> <p>FSM 95.2%</p> <p>SEND 95.1%</p>	<p>Use of attendance strategy</p> <p>Additional supportive communication using new policy</p>	July 20/21	Improved attendance	Naomi Trickey	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.	Emma Sweet	HoS

