

Equality Plan and Objectives



School:	Gravenhurst Academy
Principal:	Mrs Randall
Link Governor (if appointed):	
Date published:	September 2020
Review date:	July 2021

Objective 1: Background Evidence

Key Action(s)	Lead	Target Date	Review / Outcome / End of cycle impact assessment
<p>To narrow the gap in all subjects between those with multiple vulnerabilities and other individual children at the end of Key Stage 1 and Year 4. (Equality Act objective)</p>			
<p>1. To ensure that there is clarity around progress and attainment of vulnerable pupils within the school</p> <ul style="list-style-type: none"> To ensure that interventions used within the school commence with an accurate baseline of pupil attainment and that impact of programs used can be measured in terms of accelerated progress and rising attainment levels Ensure that statutory reports of Pupil Premium expenditure are clear about impact in terms of progress and attainment Ensure that governors are clear about Pupil Premium expenditure and the impact this has had on closing any attainment gaps across the schools Be clear about pupils who are doubly vulnerable ie. those with SEND and eligible for Pupil Premium monies and track their progress particularly closely. 			<i>To be completed at annual review</i>

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Objective 2: Procedure

<p>During the forthcoming year we will be</p> <ul style="list-style-type: none"> • Pupils with multiple vulnerabilities are clearly identified. • Termly SEND meeting to discuss and monitor individual children. • SENCO to monitor and oversee support plans and ensure appropriate targets are set for individual SEND pupils. • Termly monitoring and analysis of progress for individual children – Pupil Progress Reports <p>Challenging targets are set for all pupils.</p>	<p>Lead</p>	<p>Target Date</p>	<p>Review / Outcome / End of cycle impact assessment</p>
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Objective 3: Measurable success indicators

<ul style="list-style-type: none"> • Action Receiving class teacher will have a full understanding of pupils they are receiving. • Teaching staff will have a clearer understanding of pupils with SEN and strategies that could be used. • Appropriate targets and interventions will be in place • Monitoring will indicate the progress particularly those with multiple vulnerabilities. • Identified pupils will make at least the expected progress towards their challenging targets. 	<p>Lead</p>	<p>Target Date</p>	<p>Review / Outcome / End of cycle impact assessment</p>
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Objective 4: Responsibility

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Teaching Staff, SENCO, Principal, SLT, governors			

Objective 5: Review

Action		Target Date	Review / Outcome / End of cycle impact assessment
Timings	To be completed by July 2021		
Expense	No identifiable expense.		
Resistance	The only foreseeable problems.		
Problems	Some staff may need additional training.		
Learning from others	Staff to have training and additional support where necessary.		
Engagement	School staff and governors.		