

Equality Plan and Objectives



School:	Gravenhurst Academy
Principal:	Debbie Randall
Link Governor (if appointed):	Ann Gilbert
Date published:	21-11-23
Review date:	21-11-24

Objective 1: Narrow the gap

Key Action(s)	Lead	Target Date	Review / Outcome / End of cycle impact assessment
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.	RS	June 2024	To be completed at annual review SENCO to monitor and oversee support plans and ensure appropriate targets are set for individual SEND pupils.

Objective 2: Identify children with vulnerabilities and ensure support is put in place

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Pupils with multiple vulnerabilities are clearly identified and supported.	RS	Autumn Term 2023	Termly SEND meeting to discuss and monitor individual children.

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Objective 3: Targets are aspirational and challenging for all children.

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Challenging targets are set for all pupils.	RS/DR	October 2023	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.
			SENCO to monitor and oversee support plans and ensure appropriate targets are set for individual SEND pupils.
			Targets are aspirational for disadvantaged and vulnerable children. There is a clear understanding of what disadvantaged youngsters need to be able to do to reach their target. Teachers and other adults support the children well to enable them to reach these higher expectations.

Objective 4: Staff have appropriate skills and knowledge to support children who are vulnerable.

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Teaching staff will have a clear understanding of pupils with SEND/vulnerabilities and strategies that could be used to support and challenge them.	RS	Spring Term 2024	Termly Pupil Progress meetings and ongoing support during the year for staff.
	RS/DR		Training is provided for staff where required.

Objective 5: Increase participation rates of children with vulnerabilities.

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Encourage children with SEND/vulnerabilities to take part in all school activities.	RS/DR	Autumn Term 2023	All in school activities, clubs, representative bodies, etc. are routinely analysed to determine the participation rates of disadvantaged youngsters.