



Cowley St Laurence Equality Objectives 2022-2025

The Public Sector Equality Duty (PSED) requires all schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evaluations that we undertake on a termly and annual basis. Our equality objectives focus on those areas where we have agreed to take action to improve equality.

Equality objective 1: Ensure curriculum provision matches the needs of each group and that all groups make the best progress

Why we have chosen this objective:
To ensure all pupil groups reach their full potential

To achieve this objective we plan to:
Staff to be fully aware of the different pupil groups in their class. Monitor attainment and achievement of all pupil groups. Curriculum leaders will review the curriculum for their subjects on a termly basis CPD will be provided to staff

Progress we are making towards achieving this objective:
Senior Leadership Team monitor attainment and progress of all groups every half term. All year groups have Pupil Progress Meetings at the beginning of the term and review progress at the start of the next. Teachers and LSAs have been trained on how to identify pupils who are not making sufficient progress particularly across a Key Stage. Provisions are in place to support pupils who have not made sufficient progress.

Equality objective 2: To improve the attainment of pupils eligible for Pupil Premium and free schools meals and to improve the attendance of pupils eligible for Pupil Premium and free school meals.

Why we have chosen this objective:
To improve attainment and attendance.

To achieve this objective we plan to:
Collate and analyse data relating to attainment and attendance by target group. Identify strategies to improve attainment and attendance of this group.

Progress we are making towards achieving this objective:

Attendance is monitored weekly and RAG rated on weekly Newsletter.
Truancy Call used for daily absences where a reason has not been provided
Attendance Officer and Inclusion Lead/DSL have frequent meetings/conversations about attendance, especially those pupils that are causing concern
Lateness reports sent where pupils are persistently late.
Letters sent home where attendance is causing concern
Interim Attendance Meetings, including Inclusion Lead, for all pupils that fall below 90% attendance

Equality objective 3: Improve ability by pupils/students to handle difficult situations.

Why we have chosen this objective:

To increase social and emotional skills for pupils/students with Social, Emotional and Mental health difficulties.

To achieve this objective we plan to:

Learning Mentors to deliver small group work sessions to support targeted pupils in developing social and emotional skills
Learning Mentors to offer additional provision to support pupils at lunchtime.
Quiet, reflective space to be created for pupils to use in the playground.
Personalised timetables are designed to help vulnerable children to cope with the school day.
Use of Play Leaders to support children at lunchtime

Progress we are making towards achieving this objective:

Learning Mentor interventions in place particularly for those children who are experiencing trauma or loss and are having difficulty regulating their emotions.
Key Workers meet with identified pupils to share successes and to talk about difficulties.
Deputy Headteacher is trained to deliver Drawing and Talking therapy.