

Equality objectives 2023-2026

Objective	Protected Characteristic	Actions	Milestones	Review date
Children with SEND make good progress from their starting points	Disability	<ul style="list-style-type: none"> Identify all the children with SEND To support children with Spld through the use of assistive technology. Review the impact of SEND provision 	<ul style="list-style-type: none"> Qualitative and quantitative information indicates that pupils with SEND make progress Children on EHCP can discuss their progress Interventions, provisions and plans are evaluated as having a good impact on pupils 	July 2024
The gap between the attainment and progress of PPF pupils in reading, writing and maths and their peers is diminishing.	Socio-economic disadvantage*	<ul style="list-style-type: none"> PPG strategic lead CPD for all teaching staff Additional TA to support children Targeted academic support 	<ul style="list-style-type: none"> Pupils in receipt of PPG will attain in line with their peers. They will achieve national average progress scores in reading, writing and maths. 	July 2024
To support the children and staff well-being within the school ethos and culture	All	<ul style="list-style-type: none"> Jigsaw curriculum Celebrate mental health days through enrichment activities SEMH interventions and referrals Teacher CPD Access to staff health services Line management 	<ul style="list-style-type: none"> All children are provided with opportunities to develop their understanding of positive mental health Staff report that they have someone to speak to if they need mental health support 	July 2024
Take meaningful action to address diversity and race equity	Race	<ul style="list-style-type: none"> Develop an effective strategic approach to race equity and anti-racism Attend Race Equity Conference Review the level diverse representation Develop a wider representation of cultures and groups e.g. literature, images 	<ul style="list-style-type: none"> Children can discuss the importance of belonging and inclusion The curriculum is more diverse and reflects the groups of children in our school community Children are encouraged to reflect on spiritual and ethical issues, difference and diversity 	July 2024
Address gender achievements gaps	Gender	<ul style="list-style-type: none"> Develop boys' writing Investigate girls achievement in maths Improve gaps in EYFS profile 	<ul style="list-style-type: none"> Where there are gender groups with significant gaps in achievement, the gaps are reduced 	July 2024
To continue to build all pupils vocabulary and narrow the language gaps of disadvantaged pupils	Socio-economic background	<ul style="list-style-type: none"> NELI, Early Talk Boost, Word Aware Eklan High quality texts Explore vocabulary Language Games Plan for teaching new vocabulary – identifying words on the planning sequences 	<ul style="list-style-type: none"> Children are exposed to a wide range of words and phrases Children have a greater understanding of texts because they understand the vocabulary Vocabulary walls/word mats become a useful resource for children 	July 2024

* Although socioeconomic disadvantage is not a protected characteristic under the Equality Act 2010, Wormley is committed to protect all members of this group from discrimination