

EQUALITY OBJECTIVES: MARJORY KINNON SCHOOL 2023-24

	Objectives	Target Group(s)	Action	✓	Objective Owner	Status	Next Steps
SAFEGUARDING	To work in partnership with parents and carers to make clear the negative effects of pupil absence on progress and achievement and to support school attendance.	Parents/carers of pupils whose attendance drops below 90%	Identify and track pupils and set targets for improvements.	✓	Designated Safeguarding Lead	● On track	FSW appointed to start in Summer 2022 on persistent absentees and their families post-pandemic.
			Phone call & letter to parents/carer.	✓			
			Work closely with EWO.	✓			
			Embed attendance incentives and rewards in assemblies and classes.	✓			
			Appoint a Family Support Worker (FSW) to support and improve persistent absenteeism and hard to reach families.	✓			
	To set up groups for the minority cohort of girls to enable them to talk about any worries and concerns they have around sexual harassment and address self-harm issues.	Girls 24% of school population	Identify and prioritise vulnerable girls for Thrive interventions.	✓	Headteacher	● On track	Capture pupil/girls voice on how safe they feel.
			Create groups to boost self-esteem - creative projects.	✓			
			Create Secondary girls nurture group 'The Den' with nurture teacher.	✓			
			Train staff on self-harm issues.	✓			
			To capture pupil voice from girls only on how safe they feel in school.				
CFC	To increase and support the participation of parents/carers of pupils/students from minority, marginalised or vulnerable backgrounds in school life.	Parents/carers of minority, marginalised and vulnerable pupils/students	FSW supporting the most vulnerable pupil premium pupils and sourcing support agencies for them.	✓	AHT KS1 / Parental Engagement Lead / FSW	● On track	School to identify interpreters as required.
			Home visit before pupils enter school.	-			
			Targeted parent workshops around needs.	✓			
			Review website and electronic information available for parents.	✓			
	To develop pupil voice opportunities so that Governors are hearing all the pupil's views and opinions.	All pupils/ Governors	To invite pupils to CFC Committee meetings and for Governors to attend School Council.	✓	UPS teachers who have responsibility	● On track	Invite pupils to CFC.
			To have pupil, parent, staff, SLT and Governors represented on the Change Team led by the Well-being Award.	✓			
	To provide support for Yr6 girls transitioning to Yr7.	Yr6 girls	Opportunities to build resilience by going on a residential.				
			Transition opportunities to integrate in Secondary during Summer Term.				
T&L/CFC	Liaison and engagement with Careers Advisors and potential work experience placements will ensure equal opportunities for all students.	Secondary pupils and their parents	Community outreach – continue to build on success of Careers Fair, making links with a variety of providers to meet all pupils needs.		DHT Secondary	● Started and on track	Further work to link with potential employers.
			Work experience is appropriate to all abilities.				
			Learning opportunities are appropriate to pathways.				
			Engagement with employers.				
T&L	To ensure the statutory changes to the RSE curriculum and policy are being taught and monitor and evaluate pupil outcomes.	All pupils/ Parents	Integrate new RSE guidelines/LGBT content into the curriculum for RSE.	✓	DHT Curriculum/ AHT KS4	● On track	To monitor delivery and outcomes – Spring/Summer 2022.
			To arrange training from Mermaids related to transgender issues.	✓			
			To book training for all staff on delivering the curriculum effectively.	✓			
			To monitor delivery of the curriculum and pupil outcomes.	-			
			To support parents to understand the curriculum content.	✓			
	To ensure our reading and library books fully represent diversity in society including bilingual books.	All pupils	To ensure the English & Library Lead has budget to purchase books.	✓	TLR English	● On track	New TLR English to complete audit and order books.
To audit areas where we are deficient and plug the gaps.			-				

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T&L	To provide opportunities to celebrate the gender, sexuality, disabilities and culture and religions of all staff and pupils that make up a very diverse school.	All pupils/ Staff	Revised assembly schedule to include all major world religions and festivals especially as represented by the school pupils and staff i.e. Eid, Diwali, Christmas, Chinese New year, Black History Month (African Dance and Drum workshops and focus on Black Authors and Literature), Holocaust Memorial. Gender and female Icons and Icons from the gay and transgender community.	✓	Headteacher / SLT / Governors (monitoring)	● On track	To focus on achievements by well-known women and role models representing diverse sexualities.
	To ensure disadvantaged pupils are prioritised for interventions and catch up post pandemic.	All pupils	Analysis of progress data in relation to pupil premium/FSM groups.	✓	HT/SLT	● On track	FSM interventions to continue even though Catch-Up Funding finishing, funded by Pupil Premium. An evaluation of the impact on parents and families' needs to be completed.
			Continue to monitor and provide Chromebook to families that need technology.	✓			
			Provide intensive interventions and reading recovery to pupils who have fallen behind in the pandemic with Covid Catch-up Funding including Summer School.	✓			
			The Interventions Team and Pastoral Lead to work closely with parents and carers and outside agencies.	✓			
To ensure school values of kindness, tolerance and respect are embedded in the school and delivered through the Rights Respecting Schools curriculum and contribute to personal development.	Whole School Parents Governors	Each term to focus on one key value to underpin lessons and assemblies: <ul style="list-style-type: none"> Autumn: Kindness Spring: Tolerance/perseverance Summer: Respect 	✓	DHT / AHTs Primary & Secondary / SS-RRS Lead	● Started and on track	Achieve the Gold RRS Award. Delayed until May 24 due to needing to make it fit for purpose in Primary	
To address gender equality issues developing in Secondary linked to social media influencers.	Secondary pupils	Tracking of incidents on CPOMS.	✓	Secondary SLT / Pastoral Lead and DSL	● On track	To set up more parent workshops for Secondary on issues.	
		Pupil assemblies and bespoke workshops.	✓				
		Advice from Police Prevent Team on suitable training for pupils.					
		Parental filter guidance for parents and workshops.					
		Liaison the school's community policing.	✓				
RESOURCES	To ensure all ASC pupils have access to sensory provision and suitable therapies.	ASC pupils	Governance review and audit of therapeutic provision.	✓	SLT/ Lead Practitioner for ASC	● Started and on track	Audit of breakout rooms by new LP for ASC as part of the external Autism accreditation review. Develop links with NEU rep for equalities
			Evaluate and restructure therapies in line with the expanding ASC cohort.	✓			
			Audit the use of break out rooms and current equipment.	-			
			Allocate a budget and new equipment to be purchased for sensory breakout rooms.	-			
			Link Governor for Equality and liaison with new NEU Rep for equalities.				