



Equality Objectives 2026-2029

Objective 1: Improve attendance and punctuality for disadvantaged pupils and those with SEND, ensuring rigorous monitoring by race, gender, SEND, disability and disadvantage to enable swift action to achieve equality of opportunity.

Objective Statement:

We will improve attendance and punctuality for all pupils, with a particular focus on disadvantaged pupils and those with Special Educational Needs and Disabilities (SEND). Through robust monitoring and analysis of attendance data by race, gender, disability, SEND status and disadvantage, we will identify and address barriers to regular school attendance. Early intervention, targeted support and strong partnerships with families will help ensure that all pupils have equitable access to education, enabling them to participate fully in school life and achieve their best possible outcomes.

Objective 2: Ensure that our whole-school curriculum is adapted effectively to meet the needs of disadvantaged and SEND children to close the attainment gap.

Objective Statement:

We will provide an ambitious, inclusive and adaptive curriculum that meets the needs of all learners, particularly disadvantaged pupils and those with SEND. Through high-quality teaching, appropriate curriculum adaptations, targeted interventions and effective use of assessment, we will remove barriers to learning and support pupils to achieve their full potential. We will monitor progress and attainment carefully to reduce and ultimately close gaps in achievement between different groups of pupils, ensuring equality of opportunity and success for all.

Objective 3: Ensure all stakeholders have an awareness of our equality objectives to foster positive relationships and promote inclusion for all pupils.

Objective Statement:

We will promote a culture of equality, diversity and inclusion by ensuring that pupils, staff, governors, parents and the wider school community understand and support our equality objectives. Through regular communication, training, curriculum opportunities and community engagement, we will foster respect, understanding and positive relationships between all members of our school community. We will celebrate diversity, challenge discrimination and ensure that every pupil feels valued, safe, respected and able to participate fully in school life regardless of their background or characteristics.

Objective 1

Improve attendance and punctuality for disadvantaged pupils and those with SEND, ensuring rigorous monitoring by race, gender, SEND, disability and disadvantage to enable swift action to achieve equality of opportunity.

Actions	Resources Needed	Timescale	Success Criteria
1. Ensure half termly attendance analysis for all pupil groups, including disadvantaged pupils, SEND pupils, race, gender and disability.	Bromcom, attendance reports, leadership time, CSAWS support	Ongoing, half-termly reviews.	Attendance data is reviewed half-termly and vulnerable groups are identified quickly.
2. Develop targeted attendance support plans for pupils below 95% attendance, including parental engagement and early intervention strategies.	Attendance lead, pastoral staff, family support resources, CSAWs support.	September 2026 onwards.	Reduction in persistent absence and improved attendance rates for targeted pupils.
3. Celebrate and promote good attendance and punctuality through assemblies and family communication.	Certificates, communication systems.	Termly.	Increased attendance and punctuality for disadvantaged and SEND pupils, narrowing gaps with peers.

Overall Success Criteria:

- Attendance of disadvantaged pupils and pupils with SEND improves year-on-year.
 - Persistent absence rates reduce for identified groups.
 - Attendance gaps between pupil groups are narrowed.
 - Attendance data demonstrates equitable outcomes across protected characteristics.
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Objective 2

Ensure that our whole-school curriculum is adapted effectively to meet the needs of disadvantaged and SEND children to close the attainment gap.

Actions	Resources Needed	Timescale	Success Criteria
1. Provide ongoing professional development for staff on adaptive teaching, inclusive practice and SEND provision.	CPD budget, external training providers, staff meeting time.	Annual programme 2026-2029.	Staff demonstrate consistent use of adaptive teaching strategies in lessons.
2. Review curriculum planning termly to ensure appropriate adaptations, scaffolding and challenge for disadvantaged and SEND pupils.	Subject leaders, SENCO, curriculum review time.	Termly.	Curriculum plans show clear adaptations and inclusive approaches across all subjects.
3. Monitor attainment and progress of disadvantaged and SEND pupils through pupil progress meetings and targeted interventions.	Assessment systems, intervention resources, staffing.	Half-termly.	Gaps in progress and attainment reduce across year groups and key stages.

Overall Success Criteria:

- Improved attainment and progress for disadvantaged and SEND pupils.
 - Reduced attainment gap between disadvantaged pupils and non-disadvantaged peers.
 - Increased percentage of SEND pupils meeting individual and curriculum targets.
 - Quality assurance demonstrates consistently inclusive classroom practice.
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Objective 3

Ensure all stakeholders have an awareness of our equality objectives to foster positive relationships and promote inclusion for all pupils.

Actions	Resources Needed	Timescale	Success Criteria
1. Share equality objectives annually with staff, governors, parents and pupils through meetings, newsletters and the school website.	Website, communication platforms, governor and staff meeting time.	Annually and as required.	Stakeholders can identify the school's equality priorities and understand their purpose.
2. Deliver annual equality, diversity and inclusion training for staff and governors and embed learning through policy reviews.	Training budget, external or internal facilitators.	Annual programme.	Staff and governors demonstrate increased confidence in promoting equality and inclusion.
3. Promote diversity, respect and inclusion through assemblies, curriculum opportunities, pupil leadership and themed events.	Curriculum resources, assembly materials, pupil leadership opportunities.	Throughout each academic year.	Pupils demonstrate respect for diversity and feel safe, valued and included.

Overall Success Criteria:

- Increased stakeholder awareness of equality objectives measured through surveys and engagement activities.
- Positive pupil, parent and staff feedback regarding inclusion and belonging.
- Reduction in incidents relating to prejudice, discrimination or exclusionary behaviour.
- School culture reflects respect, diversity and equality for all members of the community.

Review Date: July 2027

Intended Impact:

Through these objectives, the school will fulfil its duties under the Equality Act 2010 by advancing equality of opportunity, eliminating discrimination and fostering good relations between all members of the school community, ensuring every pupil can thrive regardless of background, need or protected characteristic.