



## Equality Objectives

**Objective 1: Improve attendance and punctuality for disadvantaged pupils and those with SEND**

**Objective 2: Enhance the curriculum and teaching to better meet the needs of high-ability pupils and close the attainment gap**

**Objective 3: Foster positive relationships and promote inclusion for all pupils, including those with protected characteristics**

### Action Plan

**Objective 1: Improve attendance and punctuality for disadvantaged pupils and those with SEND**

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Analyse attendance data to identify patterns and trends for disadvantaged pupils and those with SEND	Attendance Lead	Attendance data, data analysis software	1 month	Clear understanding of attendance issues for target groups
Implement targeted support and interventions, such as family support, mentoring, and rewards, to improve attendance and punctuality	Attendance Lead, SENCO, Pastoral Team	Funding for interventions, staff time	6 months	Attendance and punctuality rates for disadvantaged pupils and those with SEND improve by 10%
Regularly monitor and review the impact of the interventions, making adjustments as needed	Attendance Lead, SENCO, Pastoral Team	Staff time, data analysis	Ongoing	Interventions are effective in improving attendance and punctuality

**Objective 2: Enhance the curriculum and teaching to better meet the needs of high-ability pupils and close the attainment gap**

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Conduct a review of the curriculum and teaching approaches to identify areas for improvement in challenging high-ability pupils	Curriculum Lead, Subject Leaders	Staff time, curriculum resources	2 months	Clear understanding of areas for improvement in challenging high-ability pupils
Provide targeted professional development for teachers on differentiation, higher-order thinking skills, and effective strategies for challenging high-ability pupils	Curriculum Lead, CPD Lead	Funding for training, staff time	6 months	Teachers demonstrate improved skills in challenging high-ability pupils



Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Implement curriculum enhancements and teaching strategies to better meet the needs of high-ability pupils, such as enrichment activities, extension tasks, and targeted interventions	Curriculum Lead, Subject Leaders, Class Teachers	Curriculum resources, staff time	1 year	Attainment gap between high-ability pupils and their peers is reduced by 20%

### Objective 3: Foster positive relationships and promote inclusion for all pupils, including those with protected characteristics

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Review and update the school's policies and procedures to ensure they promote inclusion and address discrimination	Headteacher, Governing Body	Staff time, policy templates	3 months	Policies and procedures are updated and effectively communicated to the school community
Provide staff training on diversity, inclusion, and addressing prejudice-based incidents	Headteacher, PSHE Lead	Funding for training, staff time	6 months	Staff demonstrate increased knowledge and confidence in promoting inclusion and addressing prejudice-based incidents
Implement initiatives to celebrate diversity and promote positive relationships, such as assemblies, workshops, and community events	PSHE Lead, Pastoral Team	Funding for initiatives, staff time	Ongoing	Pupils demonstrate increased understanding and appreciation of diversity, and the number of prejudice-based incidents decreases by 50%

### Child-Friendly Objectives

1. We want to help more children who get free school meals or have extra needs to come to school every day and be on time.
2. We want to make sure that our lessons and activities are really good at helping the cleverest children to learn and do their best.
3. We want to make sure that everyone in our school feels welcome and respected, no matter who they are or what they believe in.



## **Impact Statement**

The successful implementation of these equality objectives at Guardian Angels Catholic Primary School will have a significant positive impact on the school community. Improved attendance and punctuality for disadvantaged pupils and those with SEND will ensure that they can fully access the curriculum and reach their full potential. Enhancing the curriculum and teaching to better meet the needs of high-ability pupils will challenge them to excel and close the attainment gap. Fostering positive relationships and promoting inclusion for all pupils, including those with protected characteristics, will create a more inclusive and welcoming school environment where everyone feels valued and respected. These objectives align with the school's mission, vision, and values, and will contribute to the overall improvement of the school's performance and the well-being of all pupils.