

Devizes School Equality Objectives 2024-2025

Objective 1	Key actions	Timeframe	Responsible
<p>Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups, through a broad and balanced curriculum and effective PSHE delivery.</p>	<ul style="list-style-type: none"> • Implement PSHE/RSE scheme across the school, including whole school assemblies. • Implementations of RE scheme. • Organise 'Experience ladder' visits to other cultural places where appropriate, • Mark and education children on different religious celebrations and their significance. • Continue to teach British Values through assemblies and curriculum links. 	<p>September 2023 – July 2025</p>	<p>All Staff</p>
Objective 2	Key actions	Timeframe	Responsible
<p>To ensure that there is proportional representation of diverse groups, for example through literature and images.</p>	<ul style="list-style-type: none"> • Continue to celebrate diversity in temporary and permanent displays. • Develop the breath of diversity in reading books, both fiction and non-fiction. • Celebrate diverse international events. 	<p>September 2023 – July 2025</p>	<p>Senior Leadership Team</p>
Objective 3	Key actions	Timeframe	Responsible
<p>Ensure that access to a broad and balanced curriculum is considered in terms of visible and invisible barriers, especially for students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.</p>	<ul style="list-style-type: none"> • Ensure all pupils are included in the full curriculum. • Only short interventions (time or period) are used, to ensure access to all subjects – this is for all pupils. • Provide additional resources to support children to access the curriculum. • Implement appropriate SEND strategies to promote participation and progress in all classrooms. • Ensure extra curricular activities are inclusive for all and that participation is encouraged. • Differentiate learning as appropriate. • Ensure all pupils are supported to attend all trips. 	<p>September 2023 – July 2025</p>	<p>Senior Leadership Team</p>

Objective 4	Key actions	Timeframe	Responsible
Monitoring and promotion of the involvement of all groups of pupils in the extra-curricular life of the academy, including leadership opportunities, especially pupils with special educational needs and disabilities.	<ul style="list-style-type: none"> • Encourage different groups to participate in after-school clubs and record attendance • Encourage diverse representation on school panels e.g. playleaders, school council, etc. • Celebrate the involvement of SEND students through communication home and official social media to demonstrate inclusion 	September 2023 – July 2025	Senior Leadership Team
Objective 5	Key actions	Timeframe	Responsible
Actively close gaps in attainment and achievement between students and groups of students especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.	<ul style="list-style-type: none"> • Quality First Teaching uses to support all pupils. • Use PP and SEN funding to provide interventions. • Use catch up funds to support attainment gaps. • Use RAG meetings to monitor progress and support new strategies. • Uses funds to support additional resourcing and resources to aide progression. 	September 2023 – July 2025	Senior Leadership Team

Objective 6	Key actions	Timeframe	Responsible
To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act.	<ul style="list-style-type: none"> • Implement PSHE scheme across the school, including whole school assemblies to develop SMSC breadth and understanding, especially around inclusion. • Embedded British Values through our PSHE, assemblies and wider curriculum. • Reinforce the school rules and use this in every-day language in school. • Continue to develop nurturing culture, where children feel safe to talk about their feelings. • Use well-being questionnaire to gauge well-being. • Implement the school Behaviour Policy around bullying conducted in and outside of school (as per the policy). 	September 2023 – July 2025	All Staff
Objective 7	Key actions	Timeframe	Responsible
To promote the attendance and punctuality of vulnerable groups, with strategies being implemented to support a reduction in persistent absenteeism.	<ul style="list-style-type: none"> • Use Attendance Officer and EWO to track and implement strategies to support attendance. • Work closely with parents from an early stage if attendance is an issue to ensure school is accessible to pupils and parents. • Follow school policy to ensure responses are timely and robust • Celebrate positive attendance on a weekly/termly basis. 	September 2023 – July 2025	Senior Leadership Team

Agreed – D Cooper, Headteacher

Review – September 2025