

## The Florence Nightingale Equality objectives

Equality Objective	Protected Characteristic	Task	Responsibility	Review/Impact	Assessment	
Raise the attainment of all children in writing but with particular focus on boys	Gender	Narrowing the Attainment gap in writing and particularly for boys Review of practice across the school and development of plan to address.	SLT and English leader	SLT	End of year data on target tracker and data national data.	Termly data review at Teaching and Learning
Narrow the gap for minority group, Pupil Premium children & SEND over time.	Gender/Ethnicity & Race/Vulnerable Children	Raise achievement of minority groups, Pupil Premium and SEND over time.	SLT	SLT	End of year data in English, Maths and Science and national data.	Highlighted review termly at Teaching and Learning
Create opportunities for children to take greater responsibility within school and to participate more in decision making.	All & Community Cohesion	Develop and extend role of school council and other areas of student leadership.	SLT and PSHCE leader	SLT and PSHCE leader	Assess impact of school council and team leaders in decision making.	Continuation of School council. Appointment of Safeguarding champions.
Enhance parental engagement for all children, especially those with SEND and Pupil Premium Group.	Disability/Race/Gender/Community Cohesion	Targeted meetings with parents	SLT	DHT Inclusion and SLT	Evaluation of data for key identified groups.	Parental questionnaie
To raise attainment in English & Maths by accelerating progress, especially at expected and greater depth in each year group band.	Gender/Race/Vulnerable Children	To raise attainment in English & Maths by accelerating progress, especially at expected and greater depth in each year group band.	SLT and Maths and English Leaders	Deputy Headteachers T&L and SLT	End of year data on target tracker and national data.	Review of data each term at Teaching and learning committee.
To reduce the number of persistent absences.	Disability/Race/Gender/Community Cohesion	To continueimproving attendance with children and families in PA.	DHT Inclusion lead	DHT Inclusion lead	Absence report and attendance data.	Termly data report for FGB.
To ensure early warning systems flag up those with SEND and ensure they have a bespoke package put in place through whole school systems to support their learning and narrow the attainment gap.	Gender/Ethnicity & Race/Vulnerable Children	To continue to narrow the gap for vulnerable children and children with SEND	DHT Inclusion	DHT Inclusion, class teachers and SLT	End of year data for SEND children.	Review of SEND outcomes each term for Teaching and Learning committee.

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To develop a coherent approach to tackling gender, ethnicity and LGBTQ+ themes across the school which challenge stereotypes at all levels across the school.	Gender/Ethnicity & Race/Vulnerable Children	To build on established good practice around gender, LGBTQ+ and race equality practices but further enhance looking in particular at the Black Curriculum and LGBTQ+ as curriculum themes.	DHT's T&L and DHT Inclusion	Conolly Project lead, LGBTQ+ lead and SLT	Outcomes of more embedded LGBT framework, Conolly Project implementation and a clear curriculum map for this within learning across the school and reduced use of homophobic language.	Embed work on LGBTQ+. Develop Conolly Projects with whole school review in Spring with report to FGB.
Providing learning opportunities for families in order to better support children's learning	Disability/Race/Gender/Community Cohesion	To build on the well-established programme of family learning	DHT's T&L and DHT Inclusion	SLT	Data from participating families children.	report to FGB and Teaching and Learning committee termly.