

Name of Academy: Kingsham Primary School

Date: November 2023

Period: November 2023 – November 2024

This Action Plan forms part of the Kingsham Primary School's Equality, Diversity and Inclusivity Policy.

Monitoring the impact of this policy will help highlight any differences between pupils/students and staff from different protected groups and decide if any further action will be necessary to meet particular needs and to improve the performance and attendance of pupils and welfare of staff from different groups in our commitment to the equality and diversity agenda, creating an inclusive environment.

Objective 1
Ensure equality, diversity and inclusivity is highly visible within our curriculum and wider school opportunities where everyone in our school community is celebrated and has equal access to opportunities.
Rationale for this objective
Over the last few years, there has been development of the school curriculum to ensure it provides children with a diverse range of experiences. This needs further review and development to promote equality, diversity and inclusivity across all aspects of school life where we celebrate everyone's differences within the school community.
Actions required to achieve objective
<ul style="list-style-type: none">• Publish a reviewed list of key texts as part of our Reading curriculum that promotes discussion and reflects a diverse range of backgrounds, abilities, genders, orientation, religions and cultures. Completed and published on website.• Update the termly assembly timetable to cover a range of topical themes which celebrate a range of different topics related to our diverse community. This timetable will also introduce children to life in modern Britain as well as exploring the UN Sustainable Development goals to give a truly global perspective. Completed• Ensure the Topics and Opportunities for RE, PSHCE reflect a range of school visitors to celebrate a range of religious festivals and visits to a places of worship from different global religions. Completed• Staff receive training relating to children from different backgrounds (delivered by EMTAS). On line training completed by some staff.• Displays around the school will celebrate a diverse range of experiences. Completed• Outline the roles and responsibilities of the school ambassadors on the school website to demonstrate the wide range of opportunities for pupil leadership from a range of backgrounds and abilities. Completed

How success of the objective will be measured

- Subject audits
- AIP visits
- Governor visits
- Termly assembly timetable
- Pupil and Parent survey

Timeframe outline

- Termly reviews as part of our Journey to Excellence.
- Governor meetings.
- Termly subject audits to show improvement and impact.

Objective 2

To ensure children have a deeper understanding of people beyond their community.

Rationale for this objective

Some children have limited opportunities for first-hand experiences and learning of other cultures and faiths.

Actions required to achieve objective

- Broaden the range of visitors and visits across the curriculum to give the children a broad view of British culture and life in modern multi-cultural and multi-faith Britain. **Completed – to be shared on the website.**
- Governors to monitor the RE and PSHCE curriculum.
- Subject leader for RE to promote and organise wider opportunities for children to experience first-hand other cultures and faiths. **Completed – a good number of opportunities organized for last academic year and this year.**

How success of the objective will be measured

- A record of visits will be celebrated on our school website.
- Governors will review the impact of the curriculum.
- RE and PSHCE subject audits.
- Reviewed Journey to Excellence.

Timeframe outline

- Review November 2024

Objective 3

To improve academic outcomes and attendance for vulnerable pupils.

Rationale for this objective

Pupils from disadvantaged backgrounds do not achieve as highly as their non-disadvantaged peers. Equally, their attendance is weaker than their non-disadvantaged peers.

Actions required to achieve objective

- Teaching staff identify their vulnerable pupils (as part of Pupil Progress Meetings) and what can be done to promote better outcomes. **Completed**
- Clear identification on Provision Mapping to outline what support they will need to improve outcomes. **Completed**
- A Pastoral Support Worker has been employed to work with vulnerable families to improve outcomes and attendance. **Completed and working very well.**
- Two Thrive practitioners are trained to work with a wide group of vulnerable pupils to promote a positive social and emotional wellbeing (impacting their academic attainment and attendance). **Completed**
- Monthly attendance meetings with SLT, attendance governor and attendance officer. **Completed – Attendance as at 13/11/24 – 96.5%**
- Working with outside agencies to promote attendance of key families. **Completed – this work is ongoing to ensure we are focusing on the attendance of key families.**

How success of the objective will be measured

- Outcomes for disadvantaged children are in line with or exceed non-disadvantaged children.

<ul style="list-style-type: none"> Attendance for disadvantaged children is in line with or exceeds that of non-disadvantaged children.
Timeframe outline
<ul style="list-style-type: none"> Review November 2024

Progress against Objectives

Objective 1: Ensure equality, diversity and inclusivity is highly visible within our curriculum and wider school opportunities where everyone in our school community is celebrated and has equal access to opportunities.

Review Date:	Summary	Impact
13/11/24	This has been a key area of progress at Kingsham in the last two years. Children have experienced a range of visits and visitors across all year groups to support their understanding of our diverse school community.	<ul style="list-style-type: none"> Curriculum opportunities to learn about diversity and difference in RE. Pupil Voice from the RE audit shows children are more aware of world religions which they have covered.

Objective 2: To ensure children have a deeper understanding of people beyond their community.

Review Date:	Summary	Impact
13/11/2024	This has been a key area of progress at Kingsham in the last two years. Children have experienced a range of visits and visitors across all year groups to support their understanding of our diverse school community.	<ul style="list-style-type: none"> Curriculum opportunities to learn about diversity and difference in RE. Pupil Voice from the RE audit shows children are more aware of world religions which they have covered.

Objective 3:

Review Date:	Summary	Impact
13/11/24	To improve academic outcomes and attendance for vulnerable pupils.	Current attendance data as at 13/11/2 – 96.4% (National Average – 95.2%). Persistent absence 10.4% (National Average 15.6%) Yr 6 outcomes 23/24 are the strongest ever – published on our website.

Signed:  Headteacher

Date: 24th October 2023 (Reviewed 24th October 2024)