

**LOUDWATER COMBINED SCHOOL**  
**Equality objectives – September 2022**

<b><i>Objective</i></b>	<b><i>What actions are our actions to achieve this?</i></b>
<b>To develop pupils' understanding of diversity by weaving this through the curriculum</b>	<ul style="list-style-type: none"> <li>• Increase cultural diversity and inclusion through the reading curriculum in terms of texts used in guided reading and those available for pupils' to choose in class and school libraries.</li> <li>• Consideration and review of who our inspirational people are.</li> <li>• Celebrate through assemblies festivals that are being celebrated in a range of religions.</li> <li>• To recognise world views that are not of a religious nature – eg humanism.</li> </ul>
<b>Monitor changes to the curriculum to ensure that they result in good outcomes for our more vulnerable pupils</b>	<ul style="list-style-type: none"> <li>• Implement and monitor the intervention package for Y3 pupils (from September 2022) who did not achieve the phonics screening check.</li> <li>• Monitor the implementation and success of a differentiated curriculum for a pupils with SEND.</li> <li>• In maths implement 'same day' interventions so that all pupils can maintain progress with the year group.</li> <li>• Subject leader monitoring to have a focus on the attainment of vulnerable children in their subjects.</li> <li>• Be mindful of the impact any curriculum changes have on how different groups are included and portrayed.</li> </ul>
<b>Improve the quality of support so that this leads to improved outcomes for our more vulnerable learners including those with SEND</b>	<ul style="list-style-type: none"> <li>• Training for teaching assistants as identified in their performance management.</li> <li>• Use of baseline assessments and tracking throughout interventions.</li> <li>• Increased liaison between SENDCo, TAs and class-teachers..</li> </ul>
<b>To ensure that pupils from all backgrounds can access</b>	<ul style="list-style-type: none"> <li>• Allocation of funds from PPG and sports premium spending to</li> </ul>

<p><b>extra-curricular activities including residential visits</b></p>	<p>finance these.</p> <ul style="list-style-type: none"> <li>• Ensure parents are aware of possibilities for funding additional activities.</li> <li>• Monitor the take up of extra-curricular activities by pupil group.</li> </ul>
<p><b>Adopt recruitment practices which as far as practicable result in a staff team that is more representative of wider society</b></p>	<ul style="list-style-type: none"> <li>• Ensure that job descriptions and person specifications are clearly written so that someone from outside the school easily understands our requirements.</li> <li>• Through advertising on the Buckinghamshire Council website our vacancy also appears on the Indeed website, reaching a greater audience. We will also place all vacancies on our school website.</li> <li>• Continue with 'blind' short-listing.</li> <li>• By scheduling our interview questions well in advance and with direct reference to the job description and person specification we will ensure that all questions are appropriate to the role and offer the applicant opportunities to ask questions of us.</li> </ul>
<p><b>To engage parents from all groups within our parent community as governors, FOLS members and attendees at information events including Parents' Forum</b></p>	<ul style="list-style-type: none"> <li>• Direct approaches made to ensure that some of our 'harder to reach' parents are aware of events.</li> <li>• Considering the timetabling of events so that they are convenient or can be repeated at different times.</li> <li>• Make use of face to face and virtual events.</li> <li>• Survey parents so that what they feel would be beneficial drives what we are offering.</li> </ul>