

Distington Community School Equality Objectives and Action Plan 2024-2027

Protected Characteristics / Equality Group	Aim	Objective	Target Groups	Action	Responsibility	Dates	Indicator of Achievement
All	To deliver a curriculum that promotes opportunity for all children regardless of gender, race, sexuality and disability.	Continually review the curriculum.	All Groups	<p>Review coverage and progression in the curriculum.</p> <p>Review intent of the curriculum including how it supports the needs and context of our children.</p> <p>Review implementation to ensure it is effective and inclusive for all children.</p> <p>Review impact of the curriculum for all children.</p>	AHT / AAHT / Subject leaders	June 2024 – Ongoing	<p>Curriculum coverage and progression is evident in each year group.</p> <p>Learning is connected.</p> <p>Knowledge and skills are relevant to all children.</p> <p>All children are provided with equal opportunities to access the curriculum.</p>
All	To ensure learning environments are inclusive and support the needs of all groups of pupils including SEND.	For all learning environments to be inclusive and accessible for all groups of pupils.	All Groups	<p>Effectiveness of learning environments to be monitored through both formal and informal monitoring.</p> <p>SENCO to support staff to develop and maintain inclusive and accessible environments.</p> <p>Work through WELL/ERA to support inclusion.</p> <p>CPD for all staff to support knowledge and understanding.</p>	All Staff	June 2024 – Ongoing	<p>All groups of children are supported in each learning environment.</p> <p>All learning environments are inclusive.</p> <p>Pupils of all groups including SEND have access to effective learning environments that supports development.</p> <p>All staff are aware of the features of effective learning environments and implement these to support pupil development.</p>

Disadvantaged Pupils	To close the attainment gap between disadvantaged and non-disadvantaged pupils	For a greater percentage of disadvantaged children to be working at ARE across all subjects.	Disadvantaged Pupils	<p>Effective monitoring and assessment.</p> <p>Class action plans.</p> <p>Targeted and rapid interventions.</p> <p>Support for specific needs.</p> <p>Adaptive curriculum to support progress and development.</p>	All Staff	June 2024 – Ongoing	<p>An increased percentage of disadvantaged children working at ARE.</p> <p>The attainment gap between disadvantaged and non-disadvantaged pupils reducing.</p>
Disadvantaged boys	To close the attainment gap between disadvantaged boys and other pupil groups.	For a greater percentage of disadvantaged boys to be working at ARE across all subjects.	Disadvantaged Boys	<p>Effective monitoring and assessment.</p> <p>Class action plans.</p> <p>Targeted and rapid interventions.</p> <p>Support for specific needs.</p> <p>Adaptive curriculum to support progress and development.</p>	All Staff	June 2024 – Ongoing	<p>An increased percentage of disadvantaged boys working at ARE.</p> <p>The attainment gap between disadvantaged boys and other pupil groups reducing.</p>
Girls	To raise girl's participation in sporting and physical activities	Increase the number and frequency of girls accessing sporting and physical activities.	Girls	<p>Targeted clubs for girls.</p> <p>Targeted competitions for girls.</p> <p>Inclusive PE lessons.</p> <p>Barriers removed that prevent girls from accessing a range of sports and activities.</p>	PE Leader / All Staff	June 2024 – Ongoing	<p>A higher number of girls participating in sporting and physical activities.</p> <p>A higher frequency of girls participating in sporting and physical activity.</p>