



## Equality Objectives 2019-2023

- To continue to develop staff expertise in supporting pupils with Special Educational Needs and Disabilities

### Actions:

- Teaching CPD for delivering quality first teaching
- SEND Leaders have developed SEND Champions for areas of SEND – for example: Autism Champion / Speech and Language Champion (These staff members have a weekly focus to support learning within their remit.)
- Support staff CPD to facilitate supporting children with SEND
- Development and monitoring of Provision Maps for classes and children, to track and monitor provision and progress
- On-going CPD for all staff – Hearing Impairment / Autism Training / Working Memory / Dyslexia / ELSA / EAL
- Implemented dyslexia friendly classrooms
- Training the EHCP process
- CSAT Training for race awareness

### Impact:

- Achievement data for children with SEND has been above or in line with national benchmarks
- Children with SEND have made good progress from their starting points
- Children with SEND have transitioned into Secondary School successfully

### Next Steps 2023 / 2024:

- To ensure training for TAs and teaches continues
- Transition of information regarding SEND children to be clearer and more efficient between teachers and support staff
- To further strengthen the EAL offer
- To further strengthen SEND Champions
- Subject Leaders need to strengthen understanding of SEND children's progress in their subject – and if they are accessing in full

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- To promote cultural understanding through a wide range of experiences both in and beyond school

Actions:

- School visits from local faith leaders
- Whole School Parent Assemblies – led by parents from non-white British Families - their challenges as refugees, immigrants and being a minority
- Reviewed all books in classrooms and libraries – these show and promote different faiths and cultures
- Use books in Whole Class reading from different cultures
- School Visits to different places of worship
- Assemblies delivered by staff that are from ethnic minorities celebrating their culture
- Inaugural Bring Yourself Day – celebrating diversity and difference
- Parents visiting school and classes to discuss significant days and events from their background
- Children bringing cultural items to discuss and share from home

Impact:

- Greater awareness of all staff and children of different cultures and a tolerance / mutual respect of all cultures

Next Steps 2023/2024:

- CPD builds in training for race equality and anti-racism
  - Continuing the development of the curriculum and to incorporate the ‘Drivers’ so that we achieve the ‘Equali-teach’ status
  - All staff encouraged to research and build knowledge of SEND
  - To continue to engage further with wider community
- To develop an understanding of ‘unconscious bias’ and how it may influence our behaviours

Actions:

- All staff to complete individual Unconscious Bias Training by April 2023
- Review of Anti-racism Policy September 2023
- Agents for Change implement
- Equali-teach accreditation
- Pupil Led Assemblies for: The Protected Characteristics, Diversity and our Community

Impact:

- All staff have awareness and understanding of unconscious bias

Next Steps 2023/2024:

- Further develop the Agents for Change program, build numbers of pupils and have the children take ownership of the protected characteristics

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- To review levels of parental engagement in all aspects of school life to ensure equity and fairness in access and engagement

Actions:

- Parent Survey 2021/2022 implemented
- Action Plan for Communication implemented and presented at Parent Forum Meeting 2022
- Newsletter updated on Parental Feedback
- New Website Launched – February 2023
- Parents are set up on Arbor
- Parent / Family Assemblies
- Friends of Raglan engagement
- Instagram and Twitter promotion
- Feedback Opportunities for parents at parents' evenings
- Parents Forum – Online Safety

Impact:

- Parent Surveys overwhelmingly suggest that communication has improved between school and home

Next Steps 2023/2024:

- Coffee mornings for EYFS new parents and for the Speech and Language provision (most parents are not local.)
- Parent Workshops: Maths, Reading, Phonics and Curriculum.