

Shipbourne School



Equality Objectives 2023-2024

Report to Governors

Appendix 1: Information on Pupils by Protected Characteristics

Pupils with Special Educational Needs 2023-2024

16%

Pupils with a Disability

2%

Ethnicity

Ethnicity	Male	Female	Total	%
Black African	2		2	3
White-English	22	25	47	81
White and any other Asian Background		2	2	3
White and any other ethnic group	1	2	3	5
White Eastern European	2	2	4	7
Grand Total	27	31	58	

Gender

Male = 47%

Female = 54%

Religion

	<u>Total</u>	<u>%</u>
<u>Roman Catholic</u>	0	0
<u>Muslim</u>	1	2
<u>Church of England</u>	6	10
<u>Christian – non denominational</u>	9	16
<u>No religion declared</u>	42	72

Appendix 2: Equality Objectives 2023-2024

NB. Due to very small cohorts, we have chosen not to report data

All performance data is analysed at least annually by key groups:

- **Gender**
- **Pupil Premium**
- **English as an Additional Language**
- **SEND**

There are no visible trends for any group of protected characteristics, some of which are statistically insignificant. However, key priorities are highlighted below and mirror those in our current School Improvement Plan and related subject action planning.

Objective 1: to ensure equality of attainment for boys and girls

Action to be taken:

- Inclusion manager class and learner observations
- Provision mapping
- Staff and senior leadership lesson and book scrutiny including monitoring of feedback and marking
- English and maths action plan in place

Objective 2: to improve the annual progress of pupil premium children, thus raising their attainment

Action to be taken:

- Weekly sessions with peripatetic tutor
- Inclusion manager class and learner observations
- Staff training in Zones of Regulation
- Provision mapping
- Staff and senior leadership lesson and book scrutiny including monitoring of feedback and marking
- Subject action planning in place alongside Pupil Premium Strategy and SENd Action Plan

Objective 3: to improve knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity

Action to be taken:

- Assembly programme to include stories from other cultures and a range of key festivals from world religions
- Visits to places of worship
- Increase diversity of visitors
- Monitor and extend PHSE programme
- Review enrichment opportunities
- Further embed school values including British Values within all learning and the school environment
- Review texts and resources
- PDT focus areas
- Ensure diversity is reflected in the curriculum as part of monitoring process

Objective 4: to improve the participation and engagement of different groups of parents

Action to be taken:

- Raise profile of PTA
- Staff to attend PTA meetings and monitor input and output
- Coffee forums with senior leadership team
- Consider on-site projects to improve school environment
- School Council charity events
- Parent information evenings

Objective 5: to analyse diversity on Governing Board and target recruitment accordingly

Action to be taken:

- To complete board analysis
- To discuss recruitment campaign