

## Equality Objectives 2023-27

**School:** Kingfisher CE Academy

Through analysing pupil data for relevant protected characteristics, the following objectives have been set:

	Objective	Protected characteristics	Target group	Why	How it will be achieved	Intended outcome
1.	To increase the percentage of children reaching the expected standard in Reading and Writing	Ethnicity	Ethnicity EAL	Data demonstrates that this group are not reaching the expected standard in line with other pupils.	Early Assessment which then provides opportunities for focused group work to take place, with a continuous input of quality first teaching and learning.	To increase the percentage of children reaching the expected standard or above in Reading and Writing.
2.	To increase the percentage of SEND reaching the expected standard or above in phonics & reading.	Disability/ SEND	SEND	Data demonstrates that this group are not reaching the expected standard in line with other pupils.	<p>To provide opportunities for focused personalised work to take place in addition to quality first teaching and learning.</p> <p>Personalised learning plans. Personalised scripts and strategies used in the implementation of these subjects. (clearly defined learning journey, manageable steps, clear entry and exit points, identification of misconceptions.)</p> <p>Ensure all children meet age related reading expectations.</p>	The rate of progress for SEND learners is accelerated. SEND learners reaching expected standard or above in phonics & reading will increase in KS1.

3	To increase the percentage of boys reaching the expected standard or greater depth in Mark making & writing.	Gender	Boys	Data demonstrates that this group are not reaching the expected standard or greater depth in line with other learners.	<p>To provide more opportunities for focused group work to take place in addition to continuous input of quality first teaching and learning.</p> <p>Embed the understanding of word classes and sentence structure in KS1. Clearly defined learning journey and progression of skills from mark making to letter formation and sentence forming, manageable steps, clear entry and exit points.</p> <p>e.g. Writing Process – Immersion in the text/ writing and editing process</p>	The percentage of boys reaching expected standard and greater depth In writing will increase in EYFS & KS1.
2	To increase the percentage of girls reaching expected standards in STEM (Science, Technology, Engineering & Math)	Gender	Girls	Data demonstrates that this group are not reaching the expected standard or greater depth in some or all areas of STEM. We will initially focus on Science & Math	<p>To provide opportunities for all girl focused group work to take place in addition to quality first teaching.</p> <p>Enrichment activities for girls supporting STEM to support self esteem and positive role model.</p>	<p>The percentage of girls engaging and participating in STEM opportunities increases.</p> <p>Number of girls achieving expectation in Science &amp; Math increases.</p>