

The Marlborough Science Academy Equality Objectives and Action Plan Review

Objective	Actions	Who will be involved?	Timescale	How will we measure our success?
To raise the attainment of disadvantaged students and vulnerable students	Pupil Premium monitoring Progress mentoring roll out for Year 11 and data analysis by progress through line management and assistant head teacher, intervention by subjects and DSEN Differentiation key principles and information to teachers	SLT SENCO Subject leaders Subject teachers	Medium term	Progress data shows improved outcomes and diminishing differences as a trend through performance management, lesson observations and data analysis it is evident all learners access the work and are provided with sufficient challenge and support. Students feel well supported - objective feedback from external sources, learning counts interviews, parental feedback External professionals brought in to support individuals as and when required
<p>Review information</p> <p>Analysis of pupil premium pupil progress 2021/22 indicates that across English, Maths, Ebacc subject and the Open curriculum students are within confidence limits of making expected progress. The most progress is made in Maths and the least progress is made in the open curriculum. Learning scrutiny has revealed no significant difference in the learning in the student books of disadvantaged students compared to those that are not.</p>				

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To improve the attendance of all students to 96%	Engagement with parents Review rewards PP, DSEN and BAME attendance highlighted on Sims Homepage Data analysed and taken to SLT weekly. AIO meeting Deputy Head teacher on a regular basis All parents written to explaining importance of attendance and procedures. Targeted support for individual families	SLT DoL Form tutors Attendance improvement team AIO	Medium term	Progress data shows improved outcomes and diminishing differences. Students feel well supported learning counts interviews, parental feedback. External professionals brought in to support individuals as and when required
<p>Review information</p> <p>Current attendance figures fall short of the 96% aspiration with overall attendance running at 92%. Female attendance is running 1.3% above male attendance. Students with EAL have better than average attendance. Disadvantaged and SEN students' attendance is significantly below the average school attendance. Students who are eligible for PP also have attendance significantly below the average attendance. Focus should be given to raising the attendance of these groups of students.</p>				

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<p>Ensure that the curriculum promotes role models that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability. Increase in students' participation, confidence and achievement levels i/c SMSC / PSHCEE leader school displays across all year groups</p> <p>Ensure all students are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council by election or co-option), assemblies, fund raising, etc.</p>	<p>All ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.</p>	<p>All staff who lead assemblies</p>		<p>Ongoing students show greater awareness of other cultures.</p> <p>Increase in student participation, confidence and positive identity – – monitor through PSHCEE</p> <p>Diversity in school council membership school council involvement in whole school initiatives school council page on the website developed an suggestions box on the websites accessible to all students</p>
<p>Review Information</p> <p>Curriculum Leaders have reviewed the curriculum with inclusion and diversity in mind, the LRC is conducting an audit of our books to ensure full representation, so too have the English and History faculties.</p> <p>Students are respectful of each other; student leaders play a pivotal role in supporting our values across the school and our School Parliament reflects positive attitudes towards learning and our environment.</p>				

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Curriculum to offer opportunities to celebrate cultural events throughout the year such as Black History Month, and Gypsy, Roma, Traveller History Month, Holocaust Memorial Day, LGBT History month etc..		JGS KBM		Evidence of the celebration of cultural events evident in books, displays and on the plasma screens
<p>Review Information</p> <p>Our AT with a focus on EAL students has an emphasis on developing inclusion and diversity across the school, with celebrations around the multifaith calendar, Black History month, provision of a prayer room.</p> <ul style="list-style-type: none"> • Diversity group of selected students trained. • Students organized events such as World Religion Week, Black History Month and LGBT awareness. • A meeting room has been provided in the school for the GSA (Gay, Straight Alliance) group. • A group of students were trained as part of the schools anti-bullying work. • Students actively participated into a review into ethnicity and diversity in the school 				