



Equality Objectives 2023-2024

AIM	ACTION	IMPACT
<p>- Ensure the effective support and analysis for EAL pupils new to the school so to make good or better progress.</p>	<ul style="list-style-type: none"> • Parent/EAL leader meetings • EAL profiles for new pupils • Use data to highlight gaps • Plan effective QFT to plug gaps and accelerate progress • Research, source, train and deliver appropriate additional support programmes • Plan targeted support 	<ul style="list-style-type: none"> • Gaps are narrowed • EAL pupils make good progress • EAL pupils achieve EXP standard • Increased pupils meet GDS standard
<p>- Ensure families new to the country have inclusive and effective systems of communication.</p>	<ul style="list-style-type: none"> • Analyse changes to demographic • Translation options considered • Translation of key documents and letters • Check accuracy and breadth of current translation on Do-jo • Contact Derby City regarding their offer and tools available to schools. 	<ul style="list-style-type: none"> • Families feel included and understanding the day to day communication from the school.
<p>- Ensure pupils with disability are fully supported emotionally and socially, specific to need.</p>	<ul style="list-style-type: none"> • Use data to highlight gaps – Leuvan Scale, behaviour records, medical records, Scholarpack • Research, plan and deliver effective bespoke personal development programmes to plug social and emotional gaps • Audit impact 	<ul style="list-style-type: none"> • Positive behaviour records • Improved Leuvan scale data for wellbeing and engagement for specific pupils • Effective delivery of Zippy's Friends • Positive parent voice – Bridge The Gap • Effective delivery of ELSA • Tailored timetables have positive impact on specific pupils.
<p>- Ensure appropriate staff are trained to deliver bespoke packages of support based on specific SEND need.</p>	<ul style="list-style-type: none"> • Purchase of appropriate packages • Training of support staff • Coaching and mentoring during delivery • Evaluation of impact • Targeted funding through SEND/PP 	<ul style="list-style-type: none"> • Trained support staff • Targeted use of Literacy Gold • Improved multiplications outcome due to daily digital practice
<p>-Lawn to be have a representation on the UNESCO Learning City Strategy Team</p>	<ul style="list-style-type: none"> • Attend Strategy meetings • Seek parent views on how they are represented within the city and if there are areas which are not inclusive. (DEIB working group) • Communicate pupil and parent voice to the team • Utilise the School and class council to gain pupil voice. 	<ul style="list-style-type: none"> • Pupils, parents and staff have a voice that is heard beyond Lawn.