Kingfisher Hall Academy: School focussed equalities objectives



Objective 1	
To ensure our provision for high complex needs children continues to develop to meet the level of need as reasonably possible.	 Work with SEND schools and other outside agencies to review provision and seek advice. Based on feedback develop individualised learning opportunities to support the needs of high complex need children Collaborate with parents and SEND agencies to assess the compatibility of the setting.
Objective 2	
To eliminate discrimination and other conduct prohibited by the equalities act.	 Run workshops/CPD for teachers, parents and carers on the PSHE curriculum that addresses same sex relationships and all protected characteristics Continue to deliver a curriculum that embraces British values and reflects the cultural diversity of the communities we serve. Continue to collate and analyse data linked to any incidents in school and put in place targeted interventions.
Objective 3	
To continue to raise the achievement of disadvantaged and SEND pupils.	 Continue to carry out action research on the long-term impact of targeted intervention for reading, writing and maths. Carry out regular year group pupil progress meetings. Observe and monitor the provision for PP and SEND children in the school with a focus or adaptive teaching and learning. Continue with SEND training for all staff.
Objective 4	
To further improve the engagement of our key ethnic communities within school life	 Encourage the Turkish, Bangladeshi and Black-Caribbean communities to take up roles within the school such PTA, reading buddies, volunteering. Collaborate with the outreach team to reach the targeted communities and take part in the planned Trust programme of support (SHARE/ESOL/Families Connect etc) Identify key members of these communities explain the importance of partnership working within the school. Empower these key members to rally their community. Arrange coffee mornings, with key members of these communities helping to lead this and encourage their community to participate more in school life. Arrange further workshops/coffee morning based on the needs of these communities based on their feedback.