

Roxeth Equality Objectives 2022-2023



<p>Intent</p> <p>What are the priorities for development/improvement/innovation? Why is this priority?</p>	<p>Implementation</p> <p>What needs to happen? Who will be involved? How will the priority be addressed?</p>	<p>Timings</p> <p>When will this project begin and end? How will this fit into the timetables and calendar?</p>	<p>Impact Measures</p> <p>What will be different and better as a result of this action? How will you measure its success?</p>
<p>EQUALITY FOR STAFF</p> <p>To review school procedures for recruitment, professional development and CPD opportunities for all staff to ensure equality of opportunity and fair representation of all genders, ethnicities and other equality factors, in shaping the future of Roxeth</p>	<p>When recruiting, look at underrepresentation of the workforce when considering applicants – including the Governors</p> <p>Ensure all staff are aware of the policy and set the expectation of equality for all to create a positive coaching culture</p> <p>Continue to build upon the school Wellbeing Team to ensure staff inclusivity is a focus</p>	<p>Start of 2022-23 end of 23-24</p>	<p>New Staffing and Governors - includes a range of ethnicities and of both genders</p> <p>Wellbeing Team supporting staff and ensuring a multicultural and diverse ethos</p>
<p>OPPORTUNITIES</p> <p>Continue to provide opportunities (at clubs, interventions and sports clubs) for pupils with a disability or SEND needs</p>	<p>PE interventions have been set up to support those children who need fine and gross motor skills development</p> <p>A range of children will have access to additional clubs funded using the sports premium</p>	<p>Start of 2022-23 end of 23-24</p>	<p>Analysis indicates that it reflects the school's diversity</p>

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<p>To ensure a higher proportion of boys achieve the higher standard in writing</p> <p>This relates to our SIP target</p>	<p>Feedback from termly/half termly tracking meetings to discuss children's progress</p> <p>Making reading more appealing to boys and linking both to build interest and confidence in writing</p> <p>Monitoring weeks and book looks show that similar outcomes are achieved for both boys and girls in lessons</p> <p>Monitoring writing opportunities on an ongoing basis to ensure that the purpose motivates boys to write</p> <p>Support provided for teachers if necessary</p> <p>Continuing to review and purchase books chosen that appeal to boys for termly class read texts</p> <p>Opportunities to edit writing through 'editing stations' to continue in UKS2 and introduction in LKS2 for using a pink pen to make improvements to their writing</p> <p>Reintroduce and implement 'Writer of the Month' certificates and display board. The last Friday of each month there will be an extra certificate for teachers to promote the love of writing. Teachers to ensure they are praising boys with certificates for their writing and reading during Achievement Assembly</p> <p>Reading buddy system to be introduced for a selection of Y5 and Y6 to give them responsibility to help out younger boys (and lowest 20%) with their reading</p> <p>Teachers to promote male authors in the classroom through reading for pleasure books and displays</p>	<p>Start of 2022-23 end of 23-24</p>	<p>Smaller difference between girls' and boys' writing in our data.</p> <p>New data focus outlines the difference between boys' and girls' while looking at SEN and PP indicators</p> <p>Pupil voice will show that the staff and school value their opinions, raising boys' self-esteem</p> <p>Boys to be encourage by seeing their peers and older pupils being praised for their reading and writing through different subjects</p> <p>Reading buddy system to enthuse boys with reading and create a good role model</p> <p>Displays promote boys' writing across the school showing that they are high achievers</p> <p>Challenging activities will relate to the children's next steps and targets</p> <p>Reading and Writing Curriculum Overview ensures that pupils are exposed to all the different text types and understand the grammar and punctuation needed whilst exploring a wider range of books written and starring male characters.</p>
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	Library to celebrate new/younger male authors children can relate to including the Children's Laureate for 2022-24 Joseph Coelho.		
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