

Todmorden High School – Equality Objectives/Action Plan

Objective (including timescale)	Which Protected Group will this impact?	How will we know we have achieved the objective?	Lead and other key people	Actions Required	Progress (RAG)
Reduce the achievement and attainment gap further by August 2018	Students supported by the Pupil Premium.	Gap in attainment and progress measures (English and Maths) has reduced each year since August 2013 and is in-line with National Average.	Deputy Headteacher Senior Leadership Team Middle Leaders Teaching Staff Support Staff	<ol style="list-style-type: none"> 1. Improve effective use of progress data by Middle Leaders and Classroom Teachers/Co-professionals in tracking progress of Pupil Premium students. 2. Proactive promotion of improved attendance with targeted intervention and reward for Pupil Premium students where attendance is seen to improve. 3. Use of strategic seating plans to ensure effective classroom management to secure rapid progress. 4. Coaching and Mentoring Group established, with priority access given to Pupil Premium students. 	Amber
Reduce the achievement and attainment gap further by August 2018	Students identified with Special Educational Needs and/or Disabilities.	Gap in attainment and progress measures (English and Maths) has reduced by over time and is in-line with National Average.	SENCo Middle Leaders Teaching Staff Support Staff	<ol style="list-style-type: none"> 1. Develop the use of the Nurture Group/Ewood Centre, developing targeted intervention with measurable impact on student progress. 2. Secure external review of SEND provision and act upon any identified areas for improvement. 3. Review the SEND register, ensuring that students no-longer in receipt of Wave 2/3 provision are removed with parental consent. 4. Improve effective use of progress data by Middle Leaders and Classroom Teachers/Co-professionals in tracking progress of SEND students. 5. Proactive promotion of improved attendance with targeted intervention and reward for SEND students where attendance is seen to improve. 6. Use of strategic seating plans to ensure effective classroom management to secure rapid progress. 	Amber
Further reduce incidents of Prejudice-based bullying by August 2018	Students from Black and Minority Ethnic Groups, LGBT.	Reduction in the rates of abusive language and behaviour since 2014.	Deputy Headteacher / Assistant Headteacher	<ol style="list-style-type: none"> 1. Continue to review & amend behaviour policy with Gov's. 2. Communicate this development to all parents. 3. Monitor and report the rate of prejudice-based bullying over course of academic year. 	Amber