

This document sets out equality information and objectives in relation to students and should be read in conjunction with the School Equality Policy, which is available on the school website.

Cherry Tree Academy Equality Objectives

Date objectives set: May 2023

Objectives review date: September 2026

1. To reduce the GAP in attainment between boys and girls
2. To reduce the GAP in attendance between non-disadvantaged and disadvantaged students
3. To reduce the GAP in exclusions between SEND and non-SEND students

Objectives – actions taken and progress *(to be reviewed annually by the Academy Standards Committee)*

Objective 1	Actions for academic year 2022 – 2023 <i>(including data)</i>	Data & progress September 2023	Data & progress September 2024	Data & progress September 2025	Data & progress September 2026
To reduce the GAP in attainment between boys and girls	Leaders will regularly interrogate data and other evidence on performance, participation and pupils' experiences, and use that to enact changes to the curriculum and provision to maximise the learning potential of all pupils.	<p>Data tracking, Power Bi, monitoring and evaluation.</p> <p>Next step – leaders 'to own' the data and share with the ASC members, on a regular basis.</p> <p>Termly PPM including weekly headteacher / year 6 teacher PPM to focus on key pupils.</p> <p>Positive feedback from the SEND review.</p> <p>Clear next steps (including strengths) from the annual review in October.</p>			



Objective 2	Actions for academic year 2022 – 2023 (including data)	Data & progress September 2023	Data & progress September 2024	Data & progress September 2025	Data & progress September 2026
To reduce the GAP in attendance between non-disadvantaged and disadvantaged students	<p>Leaders will consult with pupils, staff and parents in relation to barrier to attendance, and respond in order to improve participation and access to school.</p> <p>Leaders will produce an attendance and pupil premium strategy in relation to their setting, and implement accordingly.</p> <p>Leaders will continue to implement the Waterton attendance policy with fidelity and rigour.</p>	<p>Regular support from Trust EWO.</p> <p>Collaboration with multi-agencies (social workers) and LA EWO. See attendance overview including number of stages 1, 2 and 3 meetings.</p> <p>Number of penalty notices issues.</p> <p>Pupil premium strategy updated by AAHT, who has completed a review of the strategy. AAHT to contact PP ASC member.</p>			
Objective 3	Actions for academic year 2022 – 2023 (including data)	Data & progress September 2023	Data & progress September 2024	Data & progress September 2025	Data & progress September 2026
To reduce the GAP in exclusions between SEND and non-SEND students	<p>Leaders will regularly interrogate data and other evidence on the use of suspensions and exclusions by pupil groups.</p> <p>Leaders will ensure that all reasonable adjustments are well implemented, reviewed regularly.</p> <p>Leaders will ensure all staff are well trained in managing pupils with SEND, and managing pupil behaviour.</p> <p>Complex behaviour needs. ACEs – barriers to learning.</p>	<p>Update with evidence from suspensions. <i>See behaviour on a page</i>. Including, support has been put in place for key pupils.</p> <p>LA and Trust support including that from the Trust Head of SEND and Inclusion.</p> <p>SENCO / deputy head having the strategic overview of the behaviour, SEND and pastoral plans. Regular meetings to discuss key pupil and identify further support.</p> <p>Reasonable adjustments and support in place for a mainstream setting.</p> <p>SEND working with class teacher to identify and enhance provision.</p> <p>See ACES on a page.</p>			

Objectives are set up for a four-year period and statistical data is published annually. The information contained on this form is reviewed on an annual basis by the Headteacher.