



**Chulmleigh Community College**

**Equality Objectives 2017/2021**

<b>Objective</b>	<b>Strategy</b>	<b>Responsible</b>	<b>Impact/Success Criteria</b>
<p>To reduce the in-school progress gap between pupil-premium and non-pupil premium pupils.</p>	<p>Implementation of 'Class-Charts' for all teachers to ensure seating plans are accessible for all staff and show detail of PP and staff can access key information.</p>	<p>NS</p>	<p>Progress gap in 2017 was -0.75.</p> <p>We aim to close gap to within 0.10 by 2021.</p>
	<p>To review PP funding to ensure that it closely links to attendance and academic outcomes.</p>	<p>NS</p>	
	<p>To continue to ensure that all staff know their PP pupils through photograph charts in key locations.</p>	<p>NS</p>	
	<p>To further enhance PP take-up of music and drama tuition to improve engagement.</p>	<p>NS/JC/SF</p>	
	<p>To prioritise PP families to ensure they guaranteed access</p>	<p>HoH/HoUS</p>	



	<p>to parents' evening and phone calls home.</p> <p>Ensure appraisal targets focus upon PP.</p> <p>Engage Directors with PP plan as well as outcomes.</p>	<p>NP</p> <p>NS/MJ</p>	
<p>To reduce the progress gap between girls and boys.</p>	<p>Launch a mentoring programme of key boys in Year 9 (17/18)</p> <p>Tracking of underachieving boys by pastoral leads</p> <p>Research into boys achievement as part of EEF work</p> <p>Focus on gender gap in half termly progress review meetings.</p> <p>Focus and celebration of achievement in Accelerated Reader.</p>	<p>NP</p> <p>HoH/HoUS</p> <p>HJW</p> <p>NP</p> <p>JEN</p>	<p>2017 was -0.27.</p> <p>We aim to close gap to within 0.10 by 2021.</p>
<p>To ensure that the College is a safe environment for all</p>	<p>Senior member of staff LGBT trained.</p>	<p>JLC</p>	<p>Zero instances of LGBT based bullying.</p>



<p>individuals and that pupils who have LGBT identity do not suffer discrimination or prejudice and thrive at our school.</p>	<p>PSHE schemes of work on equality and discrimination.</p> <p>Assemblies on celebrating diversity.</p> <p>Ensure that pupils feel confident in reporting discrimination and prejudice.</p> <p>Tracking of known LGBT pupils to ensure they fulfil their potential</p>	<p>ALE</p> <p>HoH/HoUS/ALE</p> <p>NP/HoH/HoUS</p> <p>HoH/HoUS</p>	<p>Positive pupil voice feedback.</p> <p>LGBT pupils perform as well as non LGBT.</p> <p>All pupils are at ease with their identity.</p>
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**Review 1 of Equality Objectives – March 2017**

<b>Objective</b>	<b>Strategy</b>	<b>Impact/Success Criteria</b>	<b>Progress Towards Success Criteria</b>
<p>To reduce the in-school progress gap between pupil-premium and non-pupil premium pupils.</p>	<p>Implementation of 'Class-Charts' for all teachers to ensure seating plans are accessible for all staff and show detail of PP and staff can access key information.</p>	<p>Progress gap in 2017 was -0.75.</p>	



	<p>To review PP funding to ensure that it closely links to attendance and academic outcomes.</p> <p>To continue to ensure that all staff know their PP pupils through photograph charts in key locations.</p> <p>To further enhance PP take-up of music and drama tuition to improve engagement.</p> <p>To prioritise PP families to ensure they guaranteed access to parents' evening and phone calls home.</p> <p>Ensure appraisal targets focus upon PP.</p> <p>Engage Directors with PP plan as well as outcomes.</p>		
To reduce the progress gap between girls and boys.	Launch a mentoring programme of key boys in Year 9 (17/18)		



	<p>Tracking of underachieving boys by pastoral leads</p> <p>Research into boys achievement as part of EEF work</p> <p>Focus on gender gap in half termly progress review meetings.</p> <p>Focus and celebration of achievement in Accelerated Reader.</p>		
<p>To ensure that the College is a safe environment for all individuals and that pupils who have LGBT identity do not suffer discrimination or prejudice and thrive at our school.</p>	<p>Senior member of staff LGBT trained.</p> <p>PSHE schemes of work on equality and discrimination.</p> <p>Assemblies on celebrating diversity.</p> <p>Ensure that pupils feel confident in reporting discrimination and prejudice.</p>	<p>We aim to close gap to within 0.10 by 2021.</p>	



	Tracking of known LGBT pupils to ensure they fulfil their potential		
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