

CIRENCESTER KINGSHILL SCHOOL
EQUALITY OBJECTIVES (January 2018)

Objective	Action	Success criteria	Evaluation Review (End of Term 1)
To narrow the Progress 8 gap between Pupil Premium and SEND pupils and non-Pupil Premium and non-SEND pupils respectively.	<ul style="list-style-type: none"> • All HOF/SLT lesson monitoring observations to focus specifically on (i) that the teacher can identify their PP/SEND pupils and (ii) that the teacher can explain the actions in place to support PP/SEND pupils to make progress in their learning. • Feedback to staff after each round of observations to highlight good practice. • Data analysis after each set of reports to highlight gaps and for this to be followed up through discussion with Line Managers. • Such discussions to form the basis of a section of feedback to SLT by Line Managers twice each academic year. 	Evidence from pathways analysis (KS3) and GCSE (9-1) performance and final grades (KS4) that the gaps have narrowed.	
To reduce the percentage of bookings in the Student Support Room for Pupil Premium and SEND pupils.	<ul style="list-style-type: none"> • Half termly reviews to scrutinise figures • Ongoing review of mentoring, ensuring appropriate match of staff to pupil • Ongoing review of interventions, ensuring programmes are established to support those most disaffected PP/SEND • Raise profile of SSR bookings for both SEND and PP at HOY and Year Team meetings 	Reduce number of bookings for SEND/PP from previous year.	
To ensure involvement in the school's Extra-Curricular Programme is increasing for Pupil Premium and SEND pupils in comparison with the rest of the school population.	<ul style="list-style-type: none"> • Establish a baseline of current participation rates. • Ensure that a wider range of activities is offered which appeals to a range of interests. • Where possible make financial assistance available if that is a barrier to participation. • Establish efficient data collection systems to provide accurate future participation data. 	Not only that involvement has increased in comparison with the rest of the school but also that involvement has increased in real terms too.	

To be reviewed annually and renewed by January 2022.

