

Chalfont St Giles Village School

Equalities Objectives 2024 - 2028

Objective	Actions	Person Responsible	How will this be measured?	Progress Review
<p>Narrow the attainment gap for pupil premium pupils.</p>	<p>Implement targeted intervention programmes specifically designed for Pupil Premium pupils, focusing on literacy and numeracy skills.</p> <p>Conduct regular assessments to identify the specific learning needs of Pupil Premium pupils and adjust interventions accordingly.</p> <p>Provide additional training for teachers on effective strategies for supporting Pupil Premium pupils, including differentiation and engagement techniques.</p> <p>Establish a mentoring programme where higher-attaining pupils support Pupil Premium pupils in their learning through paired reading or homework help.</p> <p>Engage parents and guardians of Pupil Premium pupils through workshops that provide strategies for supporting learning at home and fostering a positive attitude towards education.</p> <p>Monitor attendance and participation in school activities to ensure Pupil Premium pupils are actively engaged in the school community.</p>	<p>Headteacher</p>	<p>Monitor progress through termly assessments and compare the attainment data of</p> <p>Pupil Premium pupils with their peers. Review intervention effectiveness through regular feedback from teachers and pupils, adjusting strategies as needed.</p> <p>Track attendance and participation rates in extracurricular activities for Pupil Premium pupils to assess engagement levels.</p>	
<p>Increase participation of disadvantaged pupils in extracurricular activities</p>	<p>Conduct a survey to identify barriers preventing participation.</p> <p>Develop targeted outreach strategies to encourage involvement in clubs and activities.</p> <p>Use Pupil premium funding to support parents in financing extra curricular clubs not offered for free.</p> <p>Make parents fully aware of the PP offer of the school and how this can support with clubs and other activities.</p>	<p>Headteacher</p>	<p>Track participation rates of disadvantaged pupils before and after the implementation of outreach strategies.</p> <p>Compare participation rates with those of non-disadvantaged pupils to assess the gap.</p>	

	<p>Organise ‘taster’ sessions for various clubs to allow pupils to try out activities without commitment.</p> <p>Establish a pupil ambassador programme where peers encourage and support disadvantaged pupils to join activities.</p>			
Enhance representation of diverse voices in the curriculum	<p>Review the current curriculum to ensure it includes diverse perspectives and authors from various backgrounds.</p> <p>Incorporate literature and resources that reflect the cultural diversity of the pupil population.</p> <p>Organise assemblies and other events focusing on diverse authors and themes to encourage discussion and understanding.</p> <p>Invite authors and speakers from underrepresented groups to share their work and experiences with pupils.</p> <p>Create a curriculum review committee that includes pupils, parents, and staff to provide input on diversity in learning materials.</p>	Curriculum Coordinators	<p>Evaluate the diversity of authors and themes in the curriculum through regular reviews.</p> <p>Gather feedback from pupils and parents regarding the representation of diverse voices in learning materials</p>	
Promote understanding and respect among different cultural groups	<p>Organise cultural awareness days and events throughout the school year.</p> <p>Integrate multicultural education into the curriculum across various subjects.</p> <p>Invite guest speakers from diverse backgrounds to share their experiences and cultures.</p> <p>Create a multicultural resource library for pupils and staff to explore different cultures through books, films, and art.</p> <p>Implement collaborative projects where pupils from different backgrounds work together on shared goals.</p>	Headteacher	<p>Use feedback forms from events to gauge pupil engagement and understanding.</p> <p>Conduct pre- and post-event surveys to assess changes in attitudes towards different cultures.</p>	

<p>Foster mental health awareness and support for all pupils and staff</p>	<p>Implement a mental health awareness programme that includes workshops and information sessions for pupils and staff.</p> <p>Train designated staff members as mental health first aiders to provide immediate support.</p> <p>Create a safe space within the school where pupils can seek help and talk about their mental health concerns.</p> <p>Incorporate mental health topics into the PSHE curriculum to educate pupils on the importance of mental well-being.</p> <p>Establish partnerships with local mental health organisations to provide resources and support for pupils and families.</p> <p>Utilise expert skills already within the staff team to support staff and pupils as much as possible.</p> <p>Access local resources through the local authority to provide training for staff, pupils and parents.</p>	<p>Headteacher</p>	<p>Monitor attendance and participation in mental health workshops and sessions.</p> <p>Conduct surveys to assess pupils' understanding of mental health issues before and after the programme.</p> <p>Use survey from staff and parent surveys to supplement evidence.</p>	
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