Equality Objectives 2023-2024- Outcomes

Ways in which we met the Equality Objectives for 2023-2024.

1.To closely monitor progress and attainment for all groups of pupils and ensuring targeted supported for identified groups.
Pupils attainment was monitored termly and trends were identified, from this data children were chosen to attend after school clubs. Their attendance is now being closely monitored too. Our School Council and Eco Council had a good range of children in them from a variety of ethnic backgrounds.

2.**To support and monitor new to English children, focusing provision in the classroom, supporting teachers and support staff with resources so that all children can access the curriculum.**
Any child who arrives at Greenmount who is new to English is welcomed to the school by a home visit taking place, where translated welcome booklets are handed out. Flashcards are given to children to help them with communication to meet their immediate needs in the classroom. Children are also paired up with language buddies to assist them initially.
Every day, first wave teaching has language rich lessons, with language rich learning environments. Stay and play sessions with parents encourage parents to speak in a child's home language.
Small intervention groups take place weekly where children who have the same language or phonics needs are taught in small groups, and pre teaching takes place. Strategies that we use in lessons to support an EAL learner include pre teaching 5 topic words in readiness for the next topic, using the SayHi translation app and talking pens and translated stories. Important letters are now translated when sent home to parents.
New arrival children are assessed termly using the Bell's Assessment framework, evidence of work is collected and relevant targets are put in place for the next term. This ensures that progress is closely monitored for new to English children.
Within the school year of 2023-2024, a EAL specialist came into school and an audit of the school learning environment took place to ensure that it was as inclusive and welcoming as possible. A staff meeting was also undertook to support Teachers when teaching children who are new to English.

3.**To closely monitor the attendance of all pupils and increase engagement of families of pupils in identified vulnerable groups.**
Parental meetings have taken place within each year group throughout the year eg Reading mornings and parent assemblies. Parents have had the opportunity to take part in relevant skills building training such as Child First Aid Training, and Using Technology at Home.
This objective is to be continued into the school year of 2024-2025 where parents will be invited to attend the Greenmount Global café termly events and Bushcraft Stay and Play workshops.

4.To continue to build community links and increase cultural capital and community cohesion through an enhanced, wider curriculum which extends beyond the academic, supporting pupils to be confident, resilient and independent.
See Community Links diagram uploaded

5.**To develop staff, governor and pupil knowledge and understanding of British values and Equality.**
The Eco Council and School Council has provided pupils with meaningful opportunities to understand how to be responsible, respectful, active citizens who contribute positively to society by children taking part in a number of key events such as the Race Against Time event and working closely with MP Ed Carlisle to tackle local litter issues. Children's voices are heard and respected as they have been involved in many fund raising events and events in the community that have been led and planned by them.

British Value Questionnaires show that staff now have a good understanding of the British Values and how to incorporate them into everyday life at Greenmount. Child interviews show that they have a good understanding of the British Values and how they are used in our daily life at Greenmount.
Assemblies have been used to present to the children about what the British Values are and how they impact their daily lives. Each half term a star of the week has been dedicated to someone who has shown a good characteristic of following a British Value.