



The Cowplain School

Work hard. Enjoy learning. Achieve highly.

Annual Review of Progress Towards Equality Objectives

Year 1 Review – (reviewed by Trustees September 2023 and updated December 2023)

Objective 1: To ensure that disadvantaged students are supported following the Coronavirus (COVID-19) pandemic and the rise in the cost of living and that measures are in place to close any potential gap that has been amplified by the pandemic between their outcomes and the outcomes of other students.

- Christmas 2022 and 2023 – 50+ hampers delivered as part of The Cowplain Appeal to vulnerable families
- Breakfast Club is very active and is increasing in popularity/need every year. Kellogg's breakfast grant obtained September 2023. Donations provided by staff and others outside agencies, such as food banks and supermarkets. In year 2021/22 Breakfast Club had an average of 83 students attending on a weekly basis. This increased to 105 students in 2022/23. Already this academic year there are an average of 140 students attending per week, approximately 20% increase per year. They are fed with hot toast, crumpets, cereal, fruit, yoghurts and drinks
- Connect4Communities programme promoted for every holiday period
- 40% of disadvantaged students attended an after-school club during 2022/23, proportionately higher than non-disadvantaged
- Accessibility plan supports the ability to provide a curriculum that is free from limitations.
- Careers programme targets disadvantaged students and ensures they have equal access to career provision
- T&L continues to focus on Rosenshine's principles, focussing on order and structure
- Alternative provision has been developed over the year with one further HLTA recruited to support the Resilience Centre Students; EBSA provision has been developed to support vulnerable children to improve their attendance; The Rose Building has been developed from 1/9/2023 to provide further school-led alternative provision for vulnerable students
- P8 gap for those with ECHP is positive 0.19, they do better than non-EHCP peers
- A8 for disadvantaged students in 2023 is 30.6 increasing from 2019 levels
- P8 for disadvantaged students rose in 2023 compared to 2022
- EAL perform well, with a P8 score of +1.21

Objective 2: To implement strategies focusing on empowering and educating girls and boys which make the reducing gaps in performance between them at GCSE increasingly sustainable.

- Attainment for boys and girls was broadly similar in 2023, although P8 for girls is better than boys. Upper confidence limit for girls is positive (0.02)
- Girls on Board programme has successfully run during 2022/23 and will continue in 2023/24
- Assemblies on misogyny and inappropriate language were successful in 2022/23, will continue in 2023/24 (first scheduled week beginning 13/11/2023)
- Staff training on misogyny towards female students and staff completed on 20/10/2023

Objective 3: To promote value-based learning and ‘diversity’ as a core component of the curriculum, challenging prejudicial language and behaviour.

- Developing character is integrated in all curriculum plans as one of the 3 key strands underpinning the curriculum
- Character values are promoted in RSHE curriculum
- ECTs delivered training in 2022/23 on implementing character values in lessons
- Flowchart developed and implemented which states actions taken to tackle initial and repeated use of prejudicial language
- Pack created to be worked through by students using repeat of prejudicial language

Objective 4: To educate students are accepting of diversity and difference and understand the mental health issues that many of their peers face. Students in need have equal access to the best mental health provision the school can provide.

- Reflection Time programme celebrated key national events in 2022/23 i.e. ADHD day / Women in Science / Black History Month
- The Pride Group and Ethnic Culture Group have grown in number and have influenced policy, assemblies etc.
- Books chosen for the reading programme have been specially selected to focus on diversity
- Senior Mental Health Lead/School Psychologist has expanded provision to tackle MH issues
- Engagement with MHST has expanded
- BEEWELL programme underway in early 2023/24 term
- MH Ambassadors selected during 2022/23 and continuing to work effectively in 2023/24
- MH assemblies and parent evenings ran during 2022/23 and continue in 2302/24

Date Reviewed and approved:	September and December 2023. Initial draft reviewed at Oct FAT, confirmed at Dec FAT	Reviewed by:	IGS	Next Review:	September /Oct 2024
Summary of changes made:	New document				