



# **Equality Statement Progress Review for Governors**

**Autumn 2023**

**Maltby Redwood Academy**

Objective (Pupils)	Progress	Next Steps
<p>To secure a rich and engaging curriculum delivered by informed professionals in a learning environment that promotes diversity; recognising individuals and groups who share protected characteristics. An awareness, understanding and acceptance of those young people and adults of differing ethnicity, cultural and religious observance, sex, sexual orientation and gender identity will promote community cohesion and prepare young people to be responsible citizens within and beyond each Academy. This is needed to ensure that the incidence of hate related incidents is minimised.</p>	<ul style="list-style-type: none"> <li>• British values posters are present in all classrooms and shared areas to raise the profile of expectations.</li> <li>• Picture news / use of Newsround is well established and has raised the profile of current affairs.</li> <li>• Whole school took part in anti-bullying week.</li> <li>• Participated in Children in Need to raise awareness of difference.</li> <li>• Recognised a need to enhance current booklist in school to include more cultural and multi-ethnic.</li> <li>• Y5/6 students have accessed the Banter Versus Bullying workshops with RUFC.</li> </ul>	<p>Enhance booklist offer via RWI portal 'Windows and Mirrors'. Texts from different cultures and ethnicities needed.</p>
<p>To ensure the quality of teaching, learning and assessment and curriculum provision promotes the highest attainment and progress of the most vulnerable and disadvantaged cohorts/groups and serves to diminish the difference from their non-disadvantaged peers.</p>	<ul style="list-style-type: none"> <li>• Class context sheets reflect each cohort accurately.</li> <li>• Pupil progress meetings identified pupils at risk of delay.</li> <li>• Encouragement, Entitlement and Enrichment documents completed by class teachers to monitor pupil premium pupils.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Intersection of vulnerability outlines children with multiple vulnerabilities.</li> <li>• Highly skilled and experienced SENDCO has strong networks with external agencies and children are identified and referred in a timely manner.</li> <li>• Robust secondary transition plan in place to enable vulnerable pupils access to secondary provision starting in Y4.</li> <li>• Pupil premium grant allocated to support Y5/6 pupils on residential visits.</li> </ul>	
<p>To ensure that targeted vulnerable groups receive equality of access to education by ensuring:</p> <ul style="list-style-type: none"> <li>• Attendance exceeds national averages for all pupils in schools where attendance is below this level</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• The attendance of targeted groups exceeds the attendance of all pupils where overall attendance exceeds national average.</li> </ul>	<ul style="list-style-type: none"> <li>• Parents have been reminded of absence protocols on dojo.</li> <li>• CPOMs is used to document and report on attendance, which Principal and Attendance officer look for patterns that are addressed promptly.</li> <li>• Weekly attendance is now rewarded with bronze / silver / gold class certificates. 100% attenders go into a weekly draw for a £10 Amazon</li> </ul>	<p>Implement new termly reward at the end of Autumn term.</p>

	<p>voucher. Half termly rewards in place including personalised bear and £50 voucher from a draw.</p> <ul style="list-style-type: none"><li>• Attendance reports printed and shared with parents at parents' evening.</li><li>• Attendance pathway utilised for non-attendance and unauthorised absence / lateness.</li><li>• Half termly meeting with Early Help to identify families as risk.</li><li>• Attendance policy embedded.</li><li>• Attendance driver group meeting half termly to collaborate on ideas / strategies to improve attendance.</li></ul>	
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Objective (Staff)	Progress	Next Steps
<p>To improve the recruitment, retention, progression, development and experience all staff employed by The Maltby Learning Trust to enable the organisation to become an inclusive employer of choice.</p>	<ul style="list-style-type: none"> <li>• MLT Code of conduct read and understood by all colleagues.</li> <li>• Equality, Diversity and Inclusion course completed by all staff on National Online Safety platform.</li> <li>• MLT 2023 Conference attended by all colleagues to promote the vision and core values of the Trust.</li> <li>• Colleagues new to the trust invited to personal Vision and Values evening at the beginning of the academic year.</li> <li>• Equality Statement published on academy website.</li> <li>• Several colleagues accessed MLT LDP to develop leadership qualities.</li> <li>• Signposting and supporting colleagues to access national qualifications e.g. NPQs.</li> </ul>	<ul style="list-style-type: none"> <li>• 'How to guide' to be developed for new to MLT EYFS colleagues.</li> </ul>
<p>To ensure that bullying and discrimination is eliminated in all its forms. To ensure that colleagues with protected characteristics feel and</p>	<ul style="list-style-type: none"> <li>• MLT Code of Conduct read and understood by all colleagues.</li> </ul>	

<p>are safe, secure and free from discrimination in their working environment.</p>	<ul style="list-style-type: none"> <li>• Regular line management meetings provide opportunity for open and honest dialogue.</li> <li>• Anti-bullying policy is on the academy website.</li> </ul>	
<p>To actively promote gender equality with the aim that the number/proportion of women in senior positions will increase.</p>	<ul style="list-style-type: none"> <li>• MLT Leadership Development Programme encouraged employees to nominate themselves to access the PLD as well as being signposted to the training by SLT.</li> <li>• MLT Conference 2023 celebrated the successes of colleagues gaining NPQ / LDP / ECT accreditations.</li> <li>• Alumni published in brochures promoting the successes of previous Maltby students.</li> </ul>	