

Crosshall Junior School Action Plan Objectives 2024-27

Area of focus	Delivery (High Quality Learning Environment)	Leadership (Pursuit of Excellence)	Impact (Achievement for All)	Experience (Valuing People and Extending Boundaries)
Bullet point why you have chosen your objectives, linked to the protected characteristic selected, as the priority for your school.	Ensure that our pupils recognise and learn about diversity in the local community and the wider world in general. All pupils should see diverse community and cultures reflected in the curriculum and this is mapped out through a planned learning journey.	Ensure that staff welfare is regularly monitored and supported, with particular regard for those with protected characteristics. Welfare, including workload and wellbeing, will always be an ongoing priority for the school.	Proactively engage members of the local community to support the taught curriculum. Promote Pupil Voice and Leadership to ensure there is a clear understanding of tolerance and respect for others and that pupils understand the need for an Anti-Bullying stance which they support and engage with. Monitor academic progress for vulnerable groups, including those with SEND.	Seek broader learning opportunities to ensure delivery of Future Me incorporating Meridian Trust Pledges, particularly around diversity. Ensure that through Learning Outside the Classroom (LOtC), pupils have a broad range of experiences that enhance their understanding of our diverse world and work towards achieving Bronze Award Status.
Outline how you will achieve your DEEI objectives; the populated box are examples you may wish to use, but do not have to.	Ensure that schemes of learning for Core Studies / PHSE programmes reflect a World View dimension and a consideration of British values and what these mean in today's society. Ensure the delivery of assemblies, Learning Outside the Classroom and Future Me capitalises on opportunities that exist within the taught curriculum.	Have in place a reasonable adjustment agreement for all staff with disabilities to meet their needs better and make sure that any disadvantages they experience are addressed. Through Staff Voice and HR Surveys value and respond to impact of activities. Ensure all staff feel supported and are fully aware of support networks that are in place.	<i>Develop cultural humility in all teams to maximise cross-cultural understanding and engagement. Taking steps to meet the particular needs of people who have a particular characteristic. Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have. Monitor and track achievement data and attendance of both non disadvantaged and disadvantaged termly. Act on any patterns/ trends with support put in place for pupils.</i>	Attend training and support sessions to achieve LOtC status. Monitor and discuss impact of the LOtC work, especially those vulnerable groups who should receive a strong entitlement here. Integrate Meridian Trust Pledges into the Future Me Programme. Further develop leadership opportunities within the school - ensuring that these roles fully represent the school context.
Identify each term over a 2 year timeframe and who is leading each objective	Headteachers, Phase Leads, Subject Leads and Academy Council	Headteachers, Phase Leads, HR Officer, Senior Mental Health Lead	All Staff and Academy Council	Headteachers, Phase Leads, Subject Leads and Academy Council