



**King's Academy College Park**  
**Review of Progress towards Equality and Diversity Objectives - February 2022**

No.	Objective	Rationale	Planned actions	Progress we are making
1	Improve attainment in Reading so that a higher percentage attain the expected standard at KS2, particularly vulnerable pupils who were lower than the age-related expectation on entry to infant school.	Reading is a whole school priority for both Lyndhurst Junior & College Park Infant Schools. Our pupils need to develop better language & vocabulary before they can begin to use inference & deduction effectively. (see our Curriculum Statement for English)	<ul style="list-style-type: none"> <li>• Enact our School Improvement Plan priority on Reading.</li> <li>• Develop the way that we reward pupils for reading at home.</li> <li>• Improve the use of the School Library Service &amp; our libraries.</li> <li>• Hold reading events for parents.</li> </ul>	The AIP this year remains focused on reading following advice from external stakeholders and primary experts. We are developing new approaches to the teaching of reading in the school, using Destination Reader in KS2 and adapting elements of this into EYFS and KS1. This will promote a love of reading in the school and enable all pupils to have access to high quality texts with a focus on developing tier 3 vocabulary. A home reading system has been implemented in the junior school and a reward system is being developed. We are currently at capacity with our SLS allocations.
2	Continue to improve the progress for pupils with SEND in Maths & improve the progress of more able pupils in receipt of the Pupil Premium (FSM Ever 6).	We recognise that children with SEND often struggle with the abstract concepts in Mathematics. It is important that our disadvantaged pupils are supported to make better progress from their starting points.	<ul style="list-style-type: none"> <li>• Enact our School Improvement Plan priorities on Maths.</li> <li>• Widen our use of resources &amp; apparatus e.g. Numicon.</li> <li>• Workshops for parents.</li> <li>• Review Maths homework activities.</li> </ul>	Maths is currently being monitored in the school and a need for further investment in resources is needed. The school is working with OUP on an order and teachers from the school are working with the Maths Hub to develop teaching approaches. A full review of Maths will take place in the Summer term in preparation for September 2022.
3	Continue to ensure that we meet the needs of all staff & any disadvantages they experience are addressed.	We have a strong focus on the health & well-being of all of our staff & we need to cater for their individual needs in a sympathetic & knowledgeable way so that	<ul style="list-style-type: none"> <li>• Adopt &amp; promote the KGA Well-being strategy.</li> <li>• Ensure both schools have an emotional 'first aider'.</li> </ul>	The academy has employed a central HR team who are supporting the school in developing its practices. Return to work interviews are being conducted by members of SLT and we

		<p>their work is effective &amp; valued. Our staff are our best resource.</p>	<ul style="list-style-type: none"> <li>• Utilise practices e.g. risk assessments, return to work interviews, feedback, referrals, policies.</li> <li>• Celebrate staff achievements &amp; successes.</li> </ul>	<p>are holding a staff wellbeing session in the coming weeks. There is an open door policy from all members of SLT and there is regular presence to support staff in any way possible. Staff have regular PPA and their time is valued by providing additional cover to complete activities in their directed time (e.g. PPMs and subject leadership).</p>
4	<p>Promote spiritual, moral, social &amp; cultural development &amp; fundamental British Values through our work on equality &amp; diversity, with all stakeholders.</p>	<p>It is important to celebrate our diversity &amp; respect all members of our school community so that everyone thrives &amp; can work together in a cohesive school community, free from discrimination. Respect is a school value at Lyndhurst &amp; College Park's only area for improvement from the previous successful Ofsted inspection was focused on community cohesion.</p>	<ul style="list-style-type: none"> <li>• Continue &amp; further develop our termly Diversity Days.</li> <li>• Develop relationships with other schools within &amp; beyond the MAT.</li> <li>• Promote a clear definition of Anti-bullying &amp; introduce the STOP strategy.</li> <li>• Introduce restorative practice.</li> <li>• Foster our relationship with the local community (e.g. Father Ben, Portsmouth Foodbank, local Ambassadors).</li> </ul>	<p>The school has recently signed up to be a United Against Bullying School which actively promotes anti-bullying. So far, pupils have completed questionnaires, a baseline audit has been completed and an action plan is being drafted. 3 of our UPS3 teachers have taken on responsibilities that will develop the personal development of pupils. One will focus on the UAB programme, and two will develop the school council, british values and an events calendar which will celebrate diversity across the school.</p>