

School name: St Mark's C of E Academy

This document sets out the equality objectives in relation to students and should be read in conjunction with the Anthem Whole-School Equality Policy.
Links to other policies:

- Behaviour Policy
- Anti-bullying Policy

Equality objectives

(to be reviewed every four years)

Date objectives set: September 2022

Objectives review date: September 2026

Objectives:

- To reduce the GAP in attainment between boys and girls (SAT results for primaries and GCSE results for secondaries)
- To reduce the GAP in attendance between non-disadvantaged and disadvantaged students
- To reduce the GAP in exclusions between SEND and non-SEND students

Objectives – actions taken and progress

(to be reviewed annually)

| Objective 1 | Actions for academic year 2022 – 2023 <i>(including data)</i> | Data & progress September 2023 | Data & progress September 2024 | Data & progress September 2025 | Data & progress September 2026 |
|---|--|--|--|---|-----------------------------------|
| To reduce the progress GAP between boys and girls | Leaders will regularly interrogate data and other evidence on performance, | According to FFT data, the gap has narrowed to 0.3. The P8 score for | According to FFT data the gap has narrowed to 0.24. The P8 Score is higher for both groups | According to FFT data the gap Attainment 8 score for boys was 44.13, whilst girls reported attainment 8 score of 48.74. Difference of 4.61 | |

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| | participation and pupils' experiences, and use that to enact changes to the curriculum and provision to maximise the learning potential of all pupils. | girls is +0.7 and is +0.4 for boys. | with girls at +0.84 and boys at +0.60 | | |
| Objective 2 | Actions for academic year 2022 – 2023 <i>(including data)</i> | Data & progress September 2023 | Data & progress September 2024 | Data & progress September 2025 | Data & progress September 2026 |
| To reduce the GAP in attendance between non-disadvantaged and disadvantaged students | Leaders will consult with pupils, staff and parents in relation to barrier to attendance, and respond in order to improve participation and access to school. Leaders will produce an attendance and pupil premium strategy in relation to their setting, and implement accordingly. Leaders will continue to implement the Anthem attendance policy with fidelity and rigour. | In 2022-23, attendance for disadvantaged pupils at St Mark's was 92.5%. This was +1.6% lower than non-disadvantaged pupils at St Mark's, and +7.2% higher than similar pupils nationally. In 2021/22 this gap was 2.6% The gap between disadvantaged and non-disadvantaged pupils is currently 0.6, showing a 1% reduction since 2022/23. | Attendance for disadvantage students to date: 93.3% Non disadvantage: 94.4% Difference: 1.1% Attendance for disadvantage students has increased by 0.8% since last academic year. The difference between disadvantage and non-disadvantage has decreased by 0.5%. In 2022/23 that gap was 1.6% | Attendance for disadvantage students to date: 92.9% Non disadvantage: 95.7% Difference: 2.8% Attendance for disadvantage students has decreased by 0.4% since last academic year. The difference between disadvantage and non-disadvantage has increased by 1.7%. | |

| Objective 3 | Actions for academic year 2022 – 2023 <i>(including data)</i> | Data & progress September 2023 | Data & progress September 2024 | Data & progress September 2025 | Data & progress September 2026 |
|--|--|---|--|--|-----------------------------------|
| To reduce the GAP in exclusions between SEND and non-SEND students | <p>Leaders will regularly interrogate data and other evidence on the use of suspensions and exclusions by pupil groups.</p> <p>Leaders will ensure that all reasonable adjustments are well implemented, reviewed regularly.</p> <p>Leaders will ensure all staff are well trained in managing pupils with SEND, and managing pupil behaviour.</p> | <p>In 2022-23, the suspension rate for SEND students remained very low at 7.9%, and 5.3% for pupils with EHCPs.</p> <p>This is well below the national rates 22.8% and 27.2% in 2021/22.</p> <p>No SEND students were permanently excluded.</p> | <p>In 2023-24, the suspension rate for SEND students remained low, but did show an increase on 2022-3. It is important to note the number of students on roll and the number of students with SEND needs had increased since 2022-3.</p> <p>The suspension rate for SEND was 15.2% and for EHCP was 10%.</p> <p>This is in line with national rates of 10.05 for EHCP students.</p> <p>No SEND students were permanently excluded.</p> | <p>In 2024-25, the suspension rate for SEND students did show an increase on 2023-24.</p> <p>It is important to note the number of students on roll and the number of students with SEND needs had increased since 2023-24.</p> <p>The suspension rate for SEND students was 12%.</p> <p>No SEND students were permanently excluded.</p> | |

Objectives are set up for a four-year period and statistical data is published annually. The information contained on this form is reviewed on an annual basis by the Headteacher and the Anthem Education Director.