

Academy Annual Assessment of Impact of Actions

Willows Academy is committed to achieving a working and learning environment which provides equality of opportunity and freedom from unlawful discrimination. This ambition is firmly embedded within the Equality and Diversity Policy of the Delta Academies Trust.

Our commitment to our pupils

All pupils will be equally and fairly monitored and supported to ensure that they make progress and fulfil their potential.

All pupils will be equally valued and have equal and fair access to all of the opportunities that the academy has available.

All students will have equal access to the curriculum, options, specialist support and independent advice to ensure that all decisions made about curriculum choices are in the best interest of every individual student.

Through assemblies, SMSC, RE, and PSHE, all students will learn about and develop an understanding of different faiths from around the world.

Through assemblies, SMSC, RE, and PSHE, all students will learn about and develop an understanding of British Values and what it means to be citizen living in modern Britain

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Targets	Actions	Outcomes
<ul style="list-style-type: none"> To promote cultural development and understanding through a wide range of experiences. 	<ul style="list-style-type: none"> Visitors from different faiths to deliver whole school assemblies/talks to pupils Children to visits different places of worship British Values to be developed through PHSE, SMSC, R.E and assemblies 	<ul style="list-style-type: none"> Visits made to the local church to celebrate Christingle/Harvest Holi celebrated across the whole school. Children's understanding of the festivals of other faiths has developed Children's understanding of Hinduism enhanced through a visitor sharing her beliefs and culture through an assembly and visits to classrooms Y6 visit to the Mosque developed pupils' understanding and provided them with a positive experience. It enabled staff to address stereotypical images and the negative portrayal of Islam in the media Good levels of engagement observed in class and assemblies Links with the Community Church

<ul style="list-style-type: none"> To improve the attendance of those pupils with SEN support. 	<ul style="list-style-type: none"> EWO to support families with attendance, particularly those children with SEND To monitor the attendance of individual pupils and groups of pupils To celebrate the attendance of individual pupils and classes 100% attendance Awards To liaise with parents regarding the importance of good attendance 	<ul style="list-style-type: none"> The attendance of SEN pupils is still well below the national, however the attendance of SEN pupils in 2016-17 increased by 1.12% compared to the previous year. The gap in attendance between SEN and non-SEN pupils decreased from 2.12% to 0.32% Whole school attendance report produced through SIMS to monitor the attendance of groups of pupils Regular meetings held with the EWO to discuss vulnerable children. Parents invited in to school to discuss and help that they may need regarding their child's attendance Letters of concern sent to parents whose child/ren's attendance was falling and or they were at risk of becoming PA
<ul style="list-style-type: none"> To ensure there is equality of opportunity for different groups to access extra-curricular clubs and events and that there is equality of opportunity for different groups of parents to access learning drop-ins, workshops, parent's evenings and class assemblies. 	<ul style="list-style-type: none"> To monitor parental attendance at workshops, drop-ins, parents' evening Registers of attendance at extra-curricular activities to be kept in order to monitor which pupils are accessing clubs and events Pupil Premium funding allocated to subsidise visits to ensure that all children are able to attend visits 	<ul style="list-style-type: none"> Parental involvement has increased throughout the year (see Parental Involvement records). Hard to reach parents are more engaged with the academy. The parental survey showed that 99% of parents strongly agreed or agreed that they received valuable information about their child's progress. 95% strongly agreed or agreed that they had enough opportunities to talk to staff about their child. 100% strongly agreed or agreed that they felt welcome when they visited the academy. Good relationships evident between staff and parents Staff ensure that any missed parents evenings are followed up to ensure 100% attendance where possible. The minimum attendance at parents evening was 95% Club registers show that children from all groups are well represented.