

Name of Academy: Kingsham Primary School

Date: November 2024

Period: November 2024 – November 2025 [Review](#)

This Action Plan forms part of the Kingsham Primary School's Equality, Diversity and Inclusivity Policy.

Monitoring the impact of this policy will help highlight any differences between pupils/students and staff from different protected groups and decide if any further action will be necessary to meet particular needs and to improve the performance and attendance of pupils and welfare of staff from different groups in our commitment to the equality and diversity agenda, creating an inclusive environment.

Objective 1
To improve academic outcomes and attendance for vulnerable pupils
Rationale for this objective
Pupils from disadvantaged backgrounds do not achieve as highly as their non-disadvantaged peers. Equally, their attendance is weaker than their non-disadvantaged peers.
Actions required to achieve objective
<ul style="list-style-type: none">• Narrow the gap between the achievement of all pupils in Year 6 and those who are disadvantaged. 2024 Combined 62%, Pupil Premium 43.8% Combined 69%, Pupil Premium 55%• Narrow the gap between the attendance of all pupils and those who are disadvantaged. 2024 All pupils 94.3%, Pupil Premium 92.4% 2025 All pupils 95.4%, Pupil Premium 93.6%• Ensure a strong focus on disadvantaged pupils when considering any catch-up provision, pupil progress or additional opportunities. Completed.• Teaching staff identify their vulnerable pupils (as part of Pupil Progress Meetings) and make clear actions to promote better outcomes. Completed.• Clear identification on Provision Mapping to outline what support children will need to improve outcomes. Completed.• Our Pastoral Support Worker will continue her excellent work with vulnerable families to improve outcomes and attendance. See above for improved outcomes and attendance.• Two Thrive practitioners are trained to work with a wide group of vulnerable pupils to promote a positive social and emotional wellbeing (impacting their academic attainment and attendance). Work and continual professional development ongoing.

- Monthly attendance meetings with SLT, attendance governor and attendance officer. **Completed.**
- Working with outside agencies to promote attendance of key families. **Completed.**

How success of the objective will be measured

- Subject audits
- LAI visits
- Governor visits
- Termly data
- Pupil Progress Meetings

Timeframe outline

Review November 2025

Objective 2

To continue the work to ensure children have a deeper understanding of people beyond their community.

Rationale for this objective

Some really important work has taken place within the curriculum (especially the RE curriculum) and in assemblies to widen children's understanding. Some pupil interviews have shown we need to continue the work in this area.

Actions required to achieve objective

- Continue to organize a wide range of visitors and visits across the curriculum to continue to give the children a broad view of British culture and life in modern multi-cultural and multi-faith Britain. **A large number of visits through the RE curriculum sustained and built on throughout the academic year - [Kingsham Primary School - Religious Education](#)**
- Governors and senior leaders to continue to monitor the RE and PSHCE curriculum. **Both subject audits carried out and a focus for Ofsted inspection.**
- Subject leader for RE to support staff to organise wider opportunities for children to experience first-hand other cultures and faiths. **Completed.**

<ul style="list-style-type: none"> Ensure the assembly programme continues to explore the UN Sustainable Development Goals. Explore the concepts of asylum seeking as we have some children affected by this. Completed.
How success of the objective will be measured
<ul style="list-style-type: none"> A record of visits will be celebrated on our school website. Governors will review the impact of the curriculum. RE and PSHCE subject audits. Reviewed Journey to Excellence.
Timeframe outline
<ul style="list-style-type: none"> Review November 2025

Progress against Objectives

Objective 1:

Review Date:	Summary	Impact
20/10/25	This has been a key area of progress this year as outcomes and attendance has improved. Combined score for disadvantaged pupils improved by 11% and attendance for disadvantaged pupils improved by 1.2%.	Both of these increases are larger than the all pupils measure demonstrating that the improvement for disadvantaged pupils is greater than for all pupils in the cohort.

Objective 2:

Review Date:	Summary	Impact
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20/10/25	This has been a key focus and was a target area from Ofsted. The community at Kingsham is more diverse now and the pupil body and community is richer for it.	Ofsted commented: "Pupils are, as the school promises, 'transported beyond the walls of the academy' to give them experiences that they might not otherwise have and to broaden their horizons."
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Signed:  Headteacher

Date: Reviewed 20th October 2025