

Name of Academy: Kingsham Primary School

Date: November 2025

Period: November 2025 – November 2026

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 continue 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. This is an objective that has improved dramatically in the last years, but we recognize there is still work to do on this.
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. 2025 Combined 69%, Pupil Premium 55%• Narrow the gap between the attendance of all pupils and those who are disadvantaged. 2025 All pupils 95.4%, Pupil Premium 93.6%• Ensure disadvantaged pupils are prioritized when considering pupil progress to ensure additional catch-up opportunities are targeted towards these pupils.• Teaching staff identify their vulnerable pupils (as part of Pupil Progress Meetings) and make clear actions to promote better outcomes.• Our Pastoral Support Worker will continue her excellent work with vulnerable families with a specific focus to improve their attendance. This comes from regular contact and ensuring she is available to support in a range of ways.• Two Thrive practitioners are trained to work with a wide group of vulnerable pupils to promote their positive social and emotional wellbeing (impacting their academic attainment and attendance).• Monthly attendance meetings with SLT, attendance governor and attendance officer.

- Working with outside agencies to promote attendance of key families.

How success of the objective will be measured

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

Timeframe outline

Review November 2026

Objective 2

To continue our work to ensure children have a deeper understanding of people beyond their community; in particular developing a partnership with Aya Al Madina in Morocco.

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 of people, culture and languages beyond some of those the children are familiar with. Kingsham are going to spearhead the Trust's work in partnering with a school in Morocco.

Actions required to achieve objective

- Cultivate a link with Aya Al Madina, a school in Morocco through the Global School Alliance to promote a partnership where children can exchange projects of inter-cultural and linguistic interest.
- Set out a programme of collaboration with Aya Al Madina of joint projects we will take part in throughout this academic year.
- Governors and senior leaders to continue to monitor the RE and PSHCE curriculum.
- Subject leader for RE to support staff to organise wider opportunities for children to experience first-hand other cultures and faiths.
- Ensure the curriculum continues to explore the UN Sustainable Development Goals. Explore the concepts of asylum seeking as we have some children affected by this.

How success of the objective will be measured
<ul style="list-style-type: none"> • Our joint partnership work will be celebrated on our school website. • Governors will review the impact of the curriculum and the project work with Aya Al Madina. • RE and PSHCE subject audits. • Reviewed Journey to Excellence.
Timeframe outline
<ul style="list-style-type: none"> • Review November 2026

Objective 3
To work with the Trust to continue to reflect on and improve our curriculum, inclusion of all staff and our recruitment policies to maximise the diversity we can attract to our academy's workforce.
Rationale for this objective
Harroop Sandhu has been commissioned by The University of Chichester Academy Trust to raise awareness and support with our mission to ensure our academy is inclusive, representative and equitable for all.
Actions required to achieve objective
<ul style="list-style-type: none"> • HT to attend training with Harroop Sandhu and follow up the training session with a discussion based on our own context. • Support the Trust development of new policies and approaches to recruitment so that we can attract a more diverse applicant to work in our academies. • Continue to consider reflecting a globally diverse perspective when implementing anything new into our curriculum.
How success of the objective will be measured
<ul style="list-style-type: none"> • A reflection on our recruitment with Governors over the last 12-24 months. • Pupil interviews regarding our curriculum to understand whether the measures we have put in across the curriculum are raising children's understanding of diversity in a range of forms.
Timeframe outline
<ul style="list-style-type: none"> • Review November 2026

Progress against Objectives

Objective 1:

Review Date:	Summary	Impact

Objective 2:

Review Date:	Summary	Impact

Objective 3:

Review Date:	Summary	Impact

Signed:  Headteacher

Date: 24th October 2025