



## Ashbrook's five equality objectives for 2023-2024.

- Language Proficiency and Support:
  - **Objective: To ensure that all students, including those with English as an Additional Language (EAL), have equitable access to language support services.** 64.8% EAL at Ashbrook (Sep 2023)
  - Action Steps:
    - Implement targeted language enrichment programs for EAL students.
    - Provide additional support resources such as bilingual materials.
    - Maximise the breadth of skills from staff speaking multiple languages.
    - Regularly assess language proficiency and tailor support accordingly. Using Bell Foundation resources.
- Cultural Inclusivity:
  - **Objective: To promote a culturally inclusive environment that values and celebrates the diversity of the pupil population as part of the Diversity, Equity and Inclusion (DEI) project.**
  - Action Steps:
    - Incorporate diverse cultural perspectives into the curriculum representing the Ashbrook demographic.
    - Organise multicultural events and activities that highlight the backgrounds of pupils.
    - Provide professional development opportunities for staff on cultural sensitivity and awareness.
- Parental Involvement:
  - **Objective: To increase parental involvement and engagement, particularly among families where children have additional needs or vulnerabilities.** (Including EAL, PP, safeguarding, SEND).
  - Action Steps:
    - Offer workshops and informational sessions in multiple languages.
    - Create a supportive and understanding culture among pupils to reduce stigma around EAL, SEND and other vulnerabilities.
    - Provide translated communication materials and newsletters.
    - Establish a parent-teacher partnership to encourage collaboration in children's learning.
- Physical and Mental Wellbeing:
  - **Objective: Promote the physical and mental wellbeing of all pupils by creating a safe, supportive and nurturing school environment.**
  - Action Steps:
    - Implement programs that focus on physical activity, healthy eating, and overall wellbeing.
    - Provide access to mental health resources and support activities for pupils and families.
    - Foster a positive and respectful school culture that discourages bullying and promotes empathy.
- Social Integration:
  - **Objective: To foster social integration and positive peer relationships among all students, with a focus on those with EAL backgrounds.**
  - Action Steps:
    - Implement buddy systems or peer mentoring programs to facilitate connections.
    - Embed pupil leadership roles to empower children to be solution driven in supporting with integration.
    - Organise inclusive extracurricular activities and clubs.
    - Encourage cross-cultural collaborations and projects at school and Trust level.

These equality objectives aim to create a holistic approach to inclusivity, ensuring that all students have equal opportunities to thrive in the school environment, regardless of their background or individual characteristics. Regularly assessing progress and adapting strategies will contribute to a continuously improving and equitable school community.