

EQUALITY OBJECTIVES JANUARY 2023 – DECEMBER 2027

<p>Equality Objective 1: To monitor and analyse pupil achievement (attainment and progress) by race, gender and disability and provide additional support for different groups as required.</p>	
<p>We have chosen this objective because: we have high expectations that all children should become successful, resilient and confident learners who attain well. We acknowledge that as high attendance plays a contributing link to high attainment, this will also be monitored.</p>	
<p>To achieve this objective, we plan to:</p>	<p>Conduct termly data analysis of pupil achievement (attainment and progress)</p> <p>Implement a whole school attendance strategy work will increase whole school attendance and therefore improve pupil attainment</p> <p>Implement Cohort Raising Achievement Plans to address specific gaps in pupil attainment and progress and identify necessary steps to target certain individuals and groups to improve their attainment.</p> <p>Each year the Y5/6 pupils will complete the eHNA. The results will be analysed to identify patterns and trends which will then be shared with staff.</p> <p>Use the school monitoring and tracking system to identify trends and patterns of attainment for cohorts, groups and individuals. This data can then be utilised to target the increase of pupil attainment.</p> <p>Conduct weekly behaviour analysis to identify any trends in behaviour for groups of pupils. Any trends identified will then be actioned.</p> <p>Well-being team will continue to meet weekly and analyse trends in patterns of wellbeing and mental health.</p> <p>Undertake cohort analysis to determine when there are boy heavy cohorts and what impact this may have on pupil achievement and attainment.</p> <p>Use formative and summative assessments to inform future planning.</p> <p>Purposeful use of Same Day Intervention will maximise learning opportunities for all learners.</p> <p>Target groups of children (e.g., specific invites to curriculum-based clubs such as TT Rock stars, Nacho club) so that they attend a wide variety of clubs to enable them to gain the necessary experiences to enhance the progress that they are making academically.</p>
<p>Progress we are making towards this objective:</p>	
<p>We know we will have achieved this when:</p>	<p>Attendance for all groups is equitable.</p> <p>Children of all gender, race and disability have equal access to the curriculum.</p> <p>Pupils are supported when additional analysis shows that their attainment is not in line with other groups of learners</p> <p>Parental engagement will have improved</p>

<p>Equality Objective 2: To develop pupils' understanding of, and increase celebration of, all differences so that pupils are prepared for life in modern Britain.</p>	
<p>We have chosen this objective because: our school vision is to provide a welcoming, safe and caring environment where we encourage all pupils to work collaboratively enabling them to have a good understanding of the world in which they are growing up. We encourage our pupils to think for themselves and respect others, thus enabling them to build on their growing knowledge of British and school values whilst developing into responsible, self-assured citizens.</p>	
<p>To achieve this objective, we plan to:</p>	<p>Make pupils aware of the importance in understanding both British values and school values and how integral these are to the vision of our school.</p> <p>Target groups of children (e.g. disadvantaged) to attend a wide variety of clubs to enable them to gain the necessary experiences to be a well-rounded citizen.</p> <p>Have a well-rounded and purposefully planned for wider curriculum offer which promotes trips, visits and visitors to widen the experiences and cultural capital of all pupils.</p> <p>Carefully planned and sequenced whole school and year group assemblies so that they are addressing core values as well as celebrating differences that contribute to life in modern Britain.</p> <p>Link planned assemblies to national events as well as bespoke issues that are pertinent whole school life.</p> <p>Plan for and make the most of opportunities that arise for children to share their interests and differences at class and whole school level including through social media and whole school newsletters where appropriate.</p> <p>Celebrate a range of different faiths and cultures through our well-planned and sequenced curriculum as well as through additional whole school events.</p> <p>Make links with local community members and allow them to work with the children to celebrate differences within our school community.</p> <p>Exploit links to local, national and international charities through our regular charity events as well as our weekly bun sales.</p> <p>Ensure that our bespoke RESPECT curriculum develops pupils' understanding of differences and that school values and British Values are at the centre of this.</p> <p>Conduct weekly behaviour analysis to identify any trends in behaviour for groups of pupils. Any trends identified will then be actioned.</p> <p>Capture pupil voice by conducting surveys.</p> <p>Have an active School Council which is representative of the school population who are aware of their role in sharing democracy in action.</p> <p>Each year the Y5/6 pupils will complete the eHNA. The results will be analysed to identify patterns and trends which will then be shared with staff.</p> <p>Have a Gr8 learner points system in place which promotes the core school values and celebrates children's achievement towards these values as well as ensuring that there is a fair representation of different groups on GR8 day celebration events.</p>

	<p>Promote a rich diversity of class texts which are shared with pupils as part of our purposeful curriculum. Display British values and school values in main teaching spaces. Identify a link governor who is responsible for liaising with the RESPECT subject lead and who will hold the school to account in terms of our cultural diversity.</p>
Progress we are making towards this objective:	
We know we will have achieved this when:	<p>Pupil questionnaire demonstrates the pupils' understanding of school values and British values. Pupils feel safe and valued in school. Appropriate language is used in school by almost all pupils. All our school community is represented throughout our curriculum offer. Pupil interviews evidence that children can talk about and celebrate difference.</p>