

## Equalities Objectives

### Our equalities objectives for the year are as follows:

**Objective 1:** To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils

**Objective 2:** Increase opportunities to address issues of equality and diversity through all appropriate curricular opportunities

**Objective 3:** To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement

### Actions to ensure that equalities objectives are met

Equality Objective 1	
To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils	
Impact/Success Criteria/outcomes	Monitoring/evaluation/recording
<p>All pupils have equal access to the curriculum</p> <p>All children regardless of their race, gender and disability are supported in their learning</p>	<p>Data Analysis</p> <p>School Tracking System</p> <p>DfE pupil information</p> <p>Work/planning scrutiny</p>
Tasks/Actions	
<ul style="list-style-type: none"> <li>• Leaders to analyse vulnerable pupils' attainment and achievement and work with phase teams to plan for rapid and sustained pupil progress</li> <li>• To build upon the existing programme of events, trips and visitors</li> <li>• Staff to receive appropriate training to support children with specific needs</li> <li>• Where necessary children with specific needs are to have a care plan and risk assessment in place</li> <li>• Ensure that the physical environment meets the needs of all pupils</li> <li>• Pupil data to be evaluated to ensure all children are achieving and attaining in line with their peers. Where this is not the case, interventions are to be put in place</li> <li>• Provision maps are to be regularly updated by the inclusion manager and shared with class teachers</li> </ul>	

Equality Objective 2	
Increase opportunities to address issues of equality and diversity through all appropriate curricular opportunities	
Impact/Success Criteria/outcomes	Monitoring/evaluation/recording
<p>The gap is closing between vulnerable children and their peers in attainment and achievement</p> <p>The curriculum meets the needs of all pupils</p>	<p>Tracking system</p> <p>Data analysis</p> <p>Pupil voice evidence</p>
Tasks/Actions	
<ul style="list-style-type: none"> <li>• To ensure that the curriculum is relevant to the whole school population</li> <li>• To plan and deliver a range of activities for more able children</li> <li>• To plan and deliver a range of activities aimed at raising aspiration and celebrating achievement</li> <li>• Identify groups and individuals at risk of underachieving and plan appropriate interventions</li> </ul>	

Equality Objective 3	
To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement	
Impact/Success Criteria/outcomes	Monitoring/evaluation/recording
Improved levels of parent and pupil engagement in learning and school life	<p>Evidence collected throughout the year</p> <p>Analysis of club attendance</p> <p>Parent questionnaires</p>
Tasks/Actions	
<ul style="list-style-type: none"> <li>• A wide range of school clubs are to be offered to all children</li> <li>• Family learning sessions: parents are to be invited into each class on a termly basis</li> <li>• Parents learning events / workshops to be planned and organised</li> <li>• Analyse children who are attending the clubs to ensure an inclusive process is in place</li> <li>• Parents to complete evaluation forms when they attend learning events or open days</li> <li>• The pastoral team are to continue to work on building relationships and engagement with parent / carers</li> <li>• Parent questionnaires to be distributed twice a year</li> </ul>	