

Equality Objectives 2019-23



There is a requirement under the Equality Act 2010 to prepare and publish equality objectives every 4 years

Objective	How	Evidence base	Ongoing impact
We will annually analyse pupil progress to ensure that no pupil group is disadvantaged in regards to opportunities to make progress and will take appropriate steps to address any issues as they arise (Objective ongoing from previous plan as school population changes annually)	Through pupil progress meetings and annual reviews (Set individually appropriate targets for all children to enable them to achieve the most that they can at a given time)	Pupils progress meetings notes Annual pupil progress and attainment report to Governors Governors Head teachers reports to governors and minutes	September 2019 Now: There are no statistically significant differences in overall progress between groups. However, analysis suggests that girls (who do slightly better overall are making less progress in communication) Next step: This will be achieved through the continuation of our focus on ensuring personalised learning programmes for all
We will ensure that all children can access the curriculum, facilities and interventions as specific to their needs (Objective ongoing from previous plan as school population changes annually and size of school increases year on year requiring increased resource)	Deploy resources effectively and efficiently to ensure that all children receive appropriate support. Using the Palatine Toolbox to ensure that each child receives a personalised learning programme which addresses their individual learning needs	School premises development plan School improvement plan Pupils progress meetings notes Annual pupil progress and attainment report to Governors Governors Head teachers reports to governors and minutes	September 2019 Now: Every child has a personalised tool box Next step: Strengthen the range of tools within the toolbox and adding an additional learning approach for pupils with CLD
We will ensure there is no gap in the progress of children who are economically disadvantaged and those who are not economically disadvantaged (Objective ongoing from previous plan as school population changes annually and	Through planned actions within the pupil premium strategy	Pupil premium strategy and strategy report (Objective ongoing from previous plan as school population changes annually and size of school increases year on year requiring increased resource)	September 2019 Now: There is no difference in attainment and achievement for pupils who access the PP. However there is a small difference in attendance due to the personalised health needs of some pupils.

size of school increases year on year requiring increased resource)			Next step:
We will celebrate racial and cultural diversity to ensure that all children feel valued and respected and part of the community as indicated in their evaluations (objective renewed as a result of curriculum review in the light of changes to Ofsted Framework)	Evaluate and update the curriculum and its delivery to take into account the age, ability, gender, ethnicity, background and SEN of pupils	Plan evaluations School improvement plan Published curriculum documents e.g. curriculum statement	September 2019 Now: Provision within 'the world' area incorporates people and communities which celebrates racial and cultural diversity. British values are embedded within the school culture. Next step: Curriculum review is underway 2019-2020
All parents will be able to access information about their child's learning and school events in a way that is accessible to them (Objective ongoing from previous plan as school population changes annually)	Provide information to parents and carers in a form which is accessible to them if they have language or literacy difficulties. We incorporate aspects of communication such as text and social media to provide as many opportunities to communicate as possible. Visual PATH meetings support our year 6 families in contributing to leaning programmes.	Annual review school report, annual report, newsletters, letters, use of translators, PATH for year 6, regular parents evenings with survey monkey feedback opportunities	September 2019 Now: Variety of communication approaches in use (as detailed) Next step: Appoint family liaison office to further support vulnerable parents