

## EQUALITY OBJECTIVES – 2018/2019

The Public Sector Equality Duty requires all schools to publish specific equality objectives. Our objectives are based on our analysis of data and other collated information. These objectives focus on areas where we have agreed to take action to improve equality and tackle disadvantage.

<b>EQUALITY OBJECTIVE 1</b>
To ensure that all pupils make progress, including vulnerable groups
<b>WHY HAVE WE CHOSEN THIS OBJECTIVE?</b>
Disadvantaged pupils, particularly those with SEND, do not have the same level of attainment as their non-disadvantaged peers. This is an issue nationally. Data analysis at Hereward has shown that although our disadvantaged pupils and those with SEND have higher attainment than similar peers nationally (and their progress is positive compared with similar attaining pupils nationally), there is a gap between their overall attainment and their non-disadvantaged / SEND peers
<b>TO ACHIEVE THIS OBJECTIVE WE PLAN TO:</b>
<ul style="list-style-type: none"><li>• Analyse fully all data termly and at the end of the school year in terms of both the attainment and progress of pupils within different groups;</li><li>• Make decisions accordingly on which pupils require further learning interventions – as such, they will receive specific support through daily / weekly programmes;</li><li>• Ensure that pupils who are classified as disadvantaged are constantly monitored within each class. Their assessment data will be particularly focused on during termly ‘Pupil Progress Meetings’ to ensure their progress is reviewed</li></ul>
<b>EQUALITY OBJECTIVE 2</b>
To ensure that there are sufficient opportunities within the school’s curriculum to address equalities issues
<b>WHY HAVE WE CHOSEN THIS OBJECTIVE?</b>
Stanstead Nursery and Primary has always prided itself on being a full inclusive school and as such, it stands to reason that at the heart of inclusive practice is the school curriculum. We wish to stress the importance of understanding that curriculum factors can inhibit learning for some children and that consideration of different needs is important.

**TO ACHIEVE THIS OBJECTIVE WE PLAN TO:**

- Ensure all pupils have access to the same resources and facilities;
- Use modified resources and approaches to help children with varying needs;
- Use PSHE lessons to discuss issues of equality and to ensure that school displays indicate our strong inclusive practice;
- Discussing and utilising teaching approaches which support different learning styles, including digital resources.

**EQUALITY OBJECTIVE 3**

To monitor bullying and harassment of pupils and staff by race, disability and gender and that this information is used to make a difference to the well-being of all pupils

**WHY HAVE WE CHOSEN THIS OBJECTIVE?**

It is important for us to monitor if the instances of bullying which occur from time to time do so disproportionately towards pupils / staff by race, disability or gender. From such monitoring, we are better placed to examine why this is case and put in place measures which protect (and support) those experiencing an incident of a bullying nature

**TO ACHIEVE THIS OBJECTIVE WE PLAN TO:**

- Analyse data fully the number of bullying instances recorded, in particular, focusing on the percentage which occur towards both genders and in relation to race or disability.
- Discuss adverse findings with teaching staff to enable strategies to put into place through our PSHE & Citizenship programme to prevent future bullying incidents;
- Continue with our 'Support Group' approach to bullying which aims to not only fully support someone who has been bullied, but to build a stronger understanding of the negative impact of bullying in the minds of the perpetrators and collaborators.