



INDIVIDUALLY WE MATTER, TOGETHER WE SHINE

Our Equality Objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives through questionnaires, pupil voice, data analysis and intervention impact reports. Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

Our equality objectives are:

- **To narrow the gaps in progress between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children.**

- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- To narrow the gap in attendance for pupils with protected characteristics as defined by the Equality Act, by fostering good relationships with parents and carers and seeking to understand the barriers to good attendance.
- To ensure that the staff at Hawthorn Primary are aware of current legislation surrounding Equality, Diversity and Disability and their responsibilities.

Equality Action Plan

INTENT	IMPLEMENTATION	IMPACT
To narrow the gaps in progress between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children.	Regular Data analysis will identify gaps in progress. Additional staff will support with targeted intervention. Inclusion leader will support staff with Implementation of support plans and arrange training where necessary (Tier 1 ASD)	To narrow the gaps in progress between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children. Gaps in attainment closing by the end of the academic year. Progress evident in books Impact of Intervention evidenced
To promote cultural development and understanding through a rich range of experience, both in and beyond the school.	Implement the revised curriculum and ensure places of worship are visited each year. Link Educational visits to enhance hand- on experiences.	Children will have a deepened understanding of cultural differences Staff and pupils will display respect for each other
To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.	Staff will plan activities to promote Black history month, deaf awareness, autism, physical disability etc – Yearly planner to highlight events. Anti- racist teaching – pupils taught about historic and current events rooted in prejudice and discrimination, such as the slave trade.	Children will have a deeper understanding of differences and belonging where stereotyping/prejudice is discouraged.

	<p>Topics taught with an explicit focus on how structural prejudice and racism caused or supported such events. The Pastoral team will work with key children to develop their understanding of empathy.</p>	
<p>To narrow the gap in attendance for pupils with protected characteristics as defined by the Equality Act, by fostering good relationships with parents and carers and seeking to understand the barriers to good attendance.</p>	<p>All families will be called if a child is absent. Families will be supported through regular meetings/phone calls/home visits Referrals to the Early Help Panel will be made as appropriate. Early Help procedures will be initiated as required. Targeted workshops with specific children will take place. School nurse referrals will be made for pupils with health needs.</p>	<p>Overall attendance percentage will be improved. Good relationships will be established with parents through regular meetings. Children will understand the importance of coming to school every day and on time. Attendance percentage of individual children with protected characteristics will improve.</p>
<p>To ensure that the staff at Hawthorn Primary are aware of current legislation surrounding Equality, Diversity and Disability and their responsibilities.</p>	<p>Develop staff understanding through training, reading the equality policy/objectives.</p>	<p>All staff will understand the legislation around Equality, Diversity and Disability and will understand how it effects them in their role.</p>