

## Cranwell Primary School

### Equality Objectives 2023-2026

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. 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.

<b>Aim</b>	<b>Action to be taken</b>	<b>Personnel</b>	<b>Timescale</b>	<b>Resources</b>	<b>Impact</b>
Narrow the pupil premium gap in Reading, Writing and Maths in all year groups.	<ul style="list-style-type: none"> <li>Increase the number of Pupil Premium pupils working at the expected standard for their age.</li> <li>Continue to monitor the achievement of Pupil Premium pupils.</li> <li>Plan and deliver interventions to address gaps in learning as identified through on-going assessment.</li> </ul>	Learning support assistants  All class teachers  School led tutoring	On- going Review needs	Time for meetings.  Cost of resources to support learning.	Gap narrowed in specific year groups and subjects (as identified through data analysis).
Provide training for all staff and governors on equality and diversity including Protected Characteristics.	<ul style="list-style-type: none"> <li>Provide specific INSET to staff on equality training.</li> <li>Use opportunities as they arise during INSET/ staff meetings to provide training on equality and diversity, including Protected Characteristics.</li> </ul>	HT & Safeguarding Governor to lead.  All staff and governors.	Training on equality policy and duty	Time for meetings/ Inset	All staff and governors aware of legislation and responsibilities of all stakeholders.  Autumn 2022
To improve pupil progress and attainment for identified groups of pupils e.g. gender, ethnic minority groups, English as an additional language, SEND, pupil premium (including FSM, Ever 6 and Forces) and looked after children.	<ul style="list-style-type: none"> <li>Plan effective quality first teaching Staff training into effective teaching of SEN children.</li> <li>Continue to monitor the achievement of Pupil Premium pupils. Increase the number of Pupil Premium pupils working at the expected standard.</li> <li>Plan and deliver interventions to address gaps in learning as identified through on-going assessment.</li> </ul>	All parties	On- going	Cost of staffing	Pupil progress and attainment is monitored and improved outcomes
To monitor pupil attendance and provide support to address low attendance rates and persistent absence.	<ul style="list-style-type: none"> <li>Attendance policy in place for dealing with absence.</li> <li>Effective systems in place for monitoring attendance, including first day calling and follow up.</li> <li>Analysis of data and follow up by class teacher/member of SLT</li> </ul>	Admin staff SLT Teachers	On- going	Cost of staffing	Pupil attendance is closely monitored, and persistent absence supported and addressed.