

## Hazelbury Equality Objectives 2020-2021



Hazelbury Primary School

Objective	Action to be taken	By Whom	Timescale	Impact
<p><b>To ensure that all groups of pupils have good attendance, as a result of increased engagement in their learning, so that they can make improved progress</b></p>	<p>Attendance Officer in place within the school</p> <p>Senior leader who has a strategic responsibility</p> <p>School employ the EWO one day a week.</p> <p>Clear policy and procedures in place regarding attendance (including in relation to COVID)</p> <p>Termly reports to governance regarding attendance</p>	<p>Attendance Officer</p> <p>Deputy Headteacher</p> <p>Headteacher</p> <p>Senior Leaders</p> <p>Headteacher</p>	<p>On -going</p> <p>On -going</p> <p>On -going</p> <p>On -going</p> <p>On -going</p>	<p>Attendance across the school has improved and persistent absence has decreased.</p> <p>Clearer procedures allow for parents to have a greater understanding of the importance of attendance.</p> <p>Ofsted noted the improvement in attendance and absence.</p>
<p><b>To enable pupils to feel empowered to respect the environment and the rights of others; locally, nationally and globally</b></p>	<p>Promote the rights respecting school ethos (UNICEF)</p> <p>Develop the curriculum to embed a clear focus on citizenship – with whole school events that celebrate diversity.</p> <p>Develop opportunities within the curriculum to enrich experiences and to develop an understanding of others through extra-curricular activities.</p>	<p>All staff and pupils</p> <p>Senior and middle leaders</p> <p>Teachers and senior leaders</p>	<p>On -going</p> <p>On -going</p> <p>On -going</p>	<p>The school ethos and curriculum continue to promote respect for the differences within the school and local community.</p> <p>Greater understanding and respect for differences.</p> <p>Issues are covered through lessons, assemblies and staff training</p>

<p><b>To narrow the gap between attainment and progress in English and Mathematics at KS2 of pupil premium pupils and all pupils nationally</b></p>	<p>Increase the number of Pupil Premium pupils working at the expected standard for their age.</p> <p>Monitor the achievement of Pupil Premium pupils. Plan and deliver interventions to address gaps in learning as identified through on-going assessment.</p>	<p>Pupil Premium Ambassador to regularly monitor the progress of Disadvantaged pupils and complete an annual strategic plan and review.</p> <p>Update Pupil Premium Report onto the website.</p>	<p>Annual Report to be published on school website and share with Local Governing Board.</p> <p>Termly tracking</p> <p>Termly Pupil premium reports completed by CT</p>	<p>Improved outcomes for disadvantaged pupils including those who are working at the expected standard and greater depth.</p> <p>The gap between disadvantaged and non- disadvantaged pupils narrows.</p>
<p><b>To narrow the gap between attainment and progress in English and Mathematics at KS2 of pupils who are on the SEND register and their peers</b></p>	<p>Increase the number of SEN pupils working at the expected standard for their age.</p> <p>Monitor the achievement of SEN pupils. Plan and deliver interventions to address gaps in learning as identified through on-going assessment. Ensure appropriate training is rolled out throughout the year to support teachers in the delivery of teaching and learning for EAL pupils.</p> <p>Monitor provision of resources.</p> <p>Develop rigour of identification, assessment monitoring, evaluation of provision and outcomes of SEN pupils.</p> <p>Interventions implemented where appropriate across a year</p>	<p>Senior Leadership Team, Middle Leaders, Teachers, Support Staff.</p>	<p>Weekly CPD organised by the Senior Leadership Team</p> <p>Termly progress meetings.</p> <p>Termly achievement and progress data reported to LGB.</p> <p>Termly monitoring visits by the LGB.</p> <p>Termly visit from School Improvement Advisor</p>	<p>Teaching and learning observations demonstrate a range of ways to meet the needs of pupils with EAL (use of resources, differentiated planning, focus groups, key vocab etc).</p> <p>Clear progress in pupils' books identified through book scrutiny.</p>

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