

Equality Objectives 2023 – 2026 - Review

In order to further support pupils, raise standards and ensure inclusive teaching we set the following objectives for 2019 – 2023.

Within this time frame the Covid 19 pandemic did impact upon the Academies ability to fully evidence, or effectively deliver in all areas. This was especially evident in attendance which post pandemic is still below pre pandemic levels.

- **To promote understanding and respect for differences**

There was a reduction in reported incidents of racism within the target cycle. With 1 report in 2023. Down from 5 reports in 2017.

The Brookside curriculum openly addressed key issues around 'diversity' with a range of books purchased in key stage two exploring these areas. There was also a dedicated display in the key stage corridor on diversity and is now a key issue explored in the curriculum and assemblies.

The Academy rule of be kind is very well understood by children – as reflected in pupil voice sessions and the pupil survey.

- **To narrow the attendance gap for Pupil Premium and FSM children and continue to review and support attendance for all other groups so that they are over 95%**

We did not achieve this. In fact, the gap has widened.

PP gap between overall attendance 2019 - 2.3 - in 2023 it is - 5.1

FSM gap between overall attendance 2019 – 3.2 in 2023 it is – 6

Post pandemic the gap has widened. There are some reasons for this including children On Roll but waiting placements due to adoption where there is no school available. Two incidents where parents will not send their child to school whilst requesting different schools through the EHCP process with the LA.

Despite these complexities there is a wider issue the Academy needs to address in the next set of Equality Objectives regarding Pupil Premium and FSM attendance.

- **To improve EAL provision for new arrivals at the early stage of English acquisition**

With a new pupil joining the Academy with no English in 2021 we have been able to use evidence such as Phonics and KS1 outcomes to clearly show how our provision has shown progress and good outcomes in this area.

- **To continue to monitor and analyse pupil achievement by race, gender, socio-economic background and disability and act upon any trends or patterns to ensure quick and effective support is given so that those trends are in line with peers across the school**

There is some data (though not currently significant) showing that boys outperform girls and boys nationally in writing (No More Marking data 2023).

An analysis of SATs data 2023 will also be needed but will not be available until September 2023. Internal data looks promising.

- **To ensure our taught curriculum (in and out of school) promotes and delivers on equality of opportunity and that it promotes a diverse and positive learning experience.**

Curriculum leaders have made a specific effort to widen the scope of diversity issues covered across the curriculum. For example, there has been a focus on the role of women in Science and Computing. The local curriculum has also focussed upon Human Rights movements and a more diverse curriculum than in previous years.

Due to our school also being a Specialist Provision it is clear that our children (Especially our House Captain ambassadors) can speak to visitors with a deep understanding of the positives and challenges of SEND.

- **SEN Support children are significantly behind their peers and we need to be more strategic in identifying where we can make progress**

We have increased capacity in this area and will be training a new member of staff in this area. There is a more focussed and strategic look at interventions (Especially reading) and a hard focus on improving and celebrating these interventions. This is showing clear progress for key children across the Academy, as well as highlighting earlier when an intervention is not having the desired impact.

- **Whole school writing PP is slightly behind age expected (1.8) and the GAP is wider than the whole school (1.7 – 2.1) – to narrow that GAP.**

This gap has not increased and is still 1.7 but the overall writing score is now 1.9 and therefore whilst the rest of the school has lowered PP writing has maintained.

- **Boys reading though in line with national boys is significantly behind females**

We have narrowed this GAP and currently boys and girls are above national (2) and equal. An analysis of SATs is likely to show a similar picture in September 2023.