

## The Vaynor First School

### Equality Objectives 2018 – 2022

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

Our objectives are based on challenges identified in our school improvement plan, our analysis of data and consultation with pupils. They 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 them.

Objective		Actions	Personnel	Impact	Review
<b>1</b>	<b>Promote understanding and respect for differences.</b>	<ul style="list-style-type: none"> <li>• Use opportunities within our curriculum to study other cultures and countries, famous people from ethnic minorities and those with different abilities and disabilities. Celebrate diversity.</li> <li>• Our PSHE curriculum drives British Values.</li> <li>• Use Assembly times to reference spiritual, moral, social and cultural themes and provide time for pupils to reflect on these.</li> <li>• Deliver specific programmes through our PSHE provision and provide support for staff to ensure that they have the necessary resources to implement this provision.</li> <li>• Use world events such as; sporting events, awareness days, Remembrance, black history month to explore other cultures and celebrate difference.</li> </ul>	<p>Leadership team</p> <p>PSHE lead</p> <p>Teaching staff</p>	<p>The school ethos and curriculum promotes respect for differences within the school community and beyond.</p> <p>Pupils have a greater understanding and respect for differences. Reduction in language used by pupils which is homophobic or of a racist nature.</p>	
<b>2</b>	<b>Raise the attainment of boys in English.</b>	<ul style="list-style-type: none"> <li>• Increase the amount of boys working at the expected standard and above for their age so that the gender gap diminishes.</li> <li>• Monitor the achievement and attainment of boys in comparison to that of girls.</li> <li>• Identify boys' barriers to learning and target actions to address these.</li> <li>• Promote and raise the profile of writing, selecting quality texts that appeal to both boys and girls.</li> <li>• Closely monitor pupil progress to identify pupils that need intervention and check the effectiveness of these interventions.</li> <li>• Monitor those pupils that move to expected during the year to ensure progress is sustained by undertaking pupil progress meetings each term with specific reference to boys.</li> </ul>	<p>Leadership team</p> <p>Teaching staff</p>	<p>Attainment gaps in reading and writing are narrowed between genders with boys attainment in line with girls.</p> <p>Outcomes for all pupils are improved.</p>	

3	<b>Improve the attendance and punctuality of disadvantaged pupils.</b>	<ul style="list-style-type: none"> <li>• Reward attendance through celebration assemblies and house points systems.</li> <li>• Offer breakfast club places to children whose attendance is below 90% and to those who are persistently late to school.</li> <li>• Attendance officer to follow first day calling procedures and monitor the attendance of disadvantaged pupils.</li> <li>• Parents will receive reports on their child's level of attendance at Parent consultations in October and March as well as in the child's annual report published in July.</li> </ul>	Leadership team  Attendance officer  Inclusion governor  Teaching staff	Attendance for disadvantaged pupils is 95% and above.  Outcomes for pupils are improved as children attend regularly and pupil progress is stronger as a result.	
4	<b>Narrow the pupil premium gap in reading and writing.</b>	<ul style="list-style-type: none"> <li>• Increase the amount of children working at the expected standard and above for their age.</li> <li>• Monitor the achievement and attainment of pupil premium pupils.</li> <li>• Plan, deliver and review interventions to address gaps in learning as identified through on-going assessment.</li> <li>• Identify pupil premium barriers to learning and target actions to address through the school's Pupil Premium Strategy Statement.</li> <li>• Provide experiential learning opportunities for these children and increase parental engagement.</li> </ul>	Leadership team  Teaching staff	Attainment gaps in reading and writing are narrowed.  Outcomes for all pupils are improved.	