

## HORNCastle PRIMARY SCHOOL

### EQUALITY OBJECTIVES 2023-26

The Equality Act 2010 requires us to publish one or more specific and measurable equality objectives. We aim to address areas where we need to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives

|    | Objective                                                                 | Reason                                                                                                                                        |                                                                                           | How                                                                                                                                                                                      | Who                                        | When      | Progress                                                                                                         |
|----|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-----------|------------------------------------------------------------------------------------------------------------------|
| 1. | To further improve the attendance and punctuality of disadvantaged pupils | Internal monitoring shows that disadvantaged children are still more likely to have lower attendance figures and arrive late more frequently. | <ul style="list-style-type: none"><li>•</li><li>•</li><li>•</li><li>•</li><li>•</li></ul> | New policy to be written<br>Attendance champions to be appointed<br>Robust tracking and early intervention<br>EWS Support<br>Improve relationships between school and families           | Neil Swain<br>Eiry Leak<br>Charlotte Wisby | July 2023 | Feb 24: Attendance of disadvantaged pupils has increased to 95.1%above the national average.                     |
| 2. | To raise levels of attainment in core subjects for vulnerable learners.   | Internal monitoring shows that there is an achievement gap for disadvantaged pupils compared to non-disadvantaged across the core subjects    | <ul style="list-style-type: none"><li>•</li><li>•</li><li>•</li><li>•</li><li>•</li></ul> | High quality first teaching in classes of 30 or less<br>Engage with English and Maths Hubs<br>Subject Leader engagement in Wellspring Networks<br>Robust tracking<br>Intervention groups | SLT<br>Phase Leaders                       | July 2023 | Feb 24: The gap has narrowed in Y1 phonics results. Predictions for 23-24 show this gap to be narrowing further. |

|    | Objective                                                                                                                                                    | Reason                                                                                                                      | How                                                                                                                                                                                                                                                                                                                                                                  | Who                                                                   | When      | Progress                                                                                                                                                                                     |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3. | To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement. | Vulnerable children are not attending clubs as frequently as non-vulnerable children                                        | <ul style="list-style-type: none"> <li>• Attendance at clubs to be analysed</li> <li>• Invite/target specific children for particular clubs</li> <li>• Survey parent and children to see the types pf clubs they would prefer</li> </ul>                                                                                                                             | Kelly Cox<br>Hannah Roberts (PE and Ex. Curr)                         | July 2023 | <p>Summer 2025 School Council suggestions reflected in new clubs offer &amp;</p> <p>Summer 2025 Ofsted Survey: 100% parents agreed that school offers a good range of clubs for children</p> |
| 4. | To ensure all children are aware of the protected characteristics                                                                                            | Although aspects of the protected characteristics are covered in the curriculum at Horncastle, it is not robustly monitored | <ul style="list-style-type: none"> <li>• Pupil Voice to see children's current understanding</li> <li>• Review the curriculum to ensure children are taught about the protected characteristics</li> <li>• Produce mapping document</li> <li>• Increase pupil awareness and understanding of different communities through assemblies and cultural events</li> </ul> | SLT<br>Vinitha Dinesh (RSE)<br>Jane Scarboro (PSHE)<br>Class teachers | July 2023 | <p>Summer 2025: assemblies and peer reviews indicate that pupils understand and apply protected charateristics</p>                                                                           |