



## Equality Objectives 2023 - 2025

Keep Hatch Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth. The Public Sector Equality Duty (PSED) requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evaluations that we undertake on a termly and annual basis. Our equality objectives focus on those areas where we have agreed to take action to improve equality.

Objective	Why we have chosen this objective	How we plan to achieve this objective	Progress we are making towards this objective
<p><b>To improve the outcomes for disadvantaged pupils so that the gap between this group and their peers reduces.</b></p>	<p>We want to ensure that the best possible provision is put in place for children from disadvantaged backgrounds so they are supported and are able to access the learning, particularly those children who also have additional SEND. By targeting this group of pupils we intend to improve their rates of progress and reduce the attainment gap.</p>	<p>Provide support and professional development for staff in identifying provision for disadvantaged/ SEND pupils            Provide support and professional development for leaders in regularly monitoring the progress and attainment of disadvantaged/SEND pupils            Ensuring that funding is used effectively for this group of pupils</p>	<p>Progress for pupils with SEND and in receipt of PPG were in line with all pupils in a number of year groups in reading and maths at the end of summer 2023. A gap remains for some children in writing.            An effective monitoring system has been introduced to enable strong Provision Mapping for individual pupils with SEND. This helps to monitor specific areas of progress and individual targets.            Funding use is reviewed annually to ensure that maximum impact is achieved and reported to governors. SEND and PPG progress and attainment remains a whole school priority for the school year 2023-2024 and this has been robustly shared with all staff and governors.</p>
<p><b>To improve the attendance of disadvantaged pupils</b></p>	<p>We want every child to have the best possible chance to achieve their potential in their learning. By being at school every day, the children are given an equal chance to achieve in their</p>	<p>Making sure children understand the importance of good attendance and punctuality</p>	<p>The school continues to work closely with vulnerable families. Evidence has demonstrated this to have a positive impact. We are robust with our support for lower attendance</p>



	<p>education and to keep up with their peers.</p>	<p>Discussing any problems the child(ren) may have at school, and informing their teacher know about anything serious          Supporting vulnerable families in their children’s attendance by holding them to account for their legal responsibility to being their children to school          Referring families to the Education Welfare Officer (EWO) if there are concerns around attendance that is affecting learning</p>	<p>families; we work closely with our EWO and implement Fast Track if this is the intervention that will make the most impact.          Since Easter 2023, we have seen an increase in PPG and SEND attendance as a result of support offered to families. The Attendance Strategy is published on the website.</p>
<p><b>To monitor and analyse pupil achievement by all groups including race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.</b></p>	<p>It is important for every child to feel valued and to understand that every person within our school community is of equal worth.          As an inclusive school, it is our aim that all children will be able to access the learning that is being delivered and should have an equal chance to achieving a successful education.</p>	<p>Termly full data analysis to ensure any vulnerable groups are identified if they are performing lower than their peers.          Ensure all lessons are planned carefully to cater for and to engage all children of different groups and backgrounds.          Ensure all staff are trained on how to ensure all learning is accessible by all pupils.</p>	<p>All groups of pupils are routinely reported to governors and shared with teaching staff to identify strengths and improve accessibility for more vulnerable learners. Training has been delivered to teaching staff to develop their data analysis skills. Our PSHE curriculum robustly delivers teaching and learning around inclusivity and acceptance of difference. Children talk positively about this when asked.</p>