



Spalding Monkshouse Primary School

Equality Objectives 2018 – 2022

At Monkshouse Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability belief, religion or socio-economic background. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. To further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives which will be reviewed annually and may be changed as a result:

Equality objective 1:

To improve the outcomes for SEND pupils so that the gap between this group and the non-SEND children reduces. OR To ensure the progress of pupils with SEND is more in line with that of their peers.

Why we have chosen this objective:

The progress of pupils with SEND is lower than that of their peers in certain cohorts. By targeting this group of children we intend to reduce the attainment gap.

To achieve this objective we plan to:

Ensure the target is a focus in the SIP

Employ the SENDCO for an additional day so she can monitor progress and provision more regularly

Provide RWI sessions for children with identified SEND in KS1

Analyse data and focus on progress of this group at pupil progress meetings

Provide additional targeted support for certain cohorts/individuals

Equality objective 2:

Ensure that those children with English as an additional language make good progress from their respective starting points.

Why we have chosen this objective:

Pupils from different countries (Bulgaria and Romania) are now enrolling at the school and we want to ensure that they make as good progress as the children we currently have from Poland, Russia, Lithuania and Latvia.

To achieve this objective we plan to:

Ensure that there is adequate provision for children joining the school with EAL

Provide additional hours of support for identified children

Ensure that we are able to communicate with the families

Equality objective 3:
To increase awareness of, and have in place processes to identify and remedy any incidences of bullying.
Why we have chosen this objective:
Some children and parents do not fully understand what constitutes bullying.
To achieve this objective we plan to:
Support all pupils in understanding the importance of respectful behaviour towards others and the impact that negative behaviour (use of words/body language/social media etc.) can have
Ensure that children fully understand what constitutes bullying through PSHE lessons and assemblies
Talk to the children (via school council) to ascertain their thoughts
Promote positive attitudes (eg through anti-bullying week)
Run workshop for parents so that they are aware of school's views on bullying
Closely monitor any incidents of bullying

Equality objective 4:
To continue to work to improve the attendance of specific groups, where attendance is below the school average.
Why we have chosen this objective:
To gain a greater awareness of issues around SEND attendance and persistent absentees
To achieve this objective we plan to:
Questionnaire for pupils who fall into the category
Continue to promote good attendance and punctuality through newsletters and certificates
Introduce attendance prizes for pupils with 100% attendance
Where attendance drops below school target – monitoring letters sent
Where attendance drops below Government requirement – meetings called
If meeting is not attended firmer line taken regarding authorisation of illness
Education Welfare services involved when necessary

Equality objective 5:
To promote spiritual, moral, social and cultural understanding through a rich range of curricular and extra-curricular opportunities.
Why we have chosen this objective:
We have a diverse community at our school and we want to continue to promote diversity and cultural awareness within the school community
To achieve this objective we plan to:
Ensure that the new RE agreed syllabus is being delivered appropriately across the school and the balance of World religions is appropriate
Ensure that there are opportunities to visit places of worship
Ensure that we continue to invite a range of people into school eg St Phillip's Centre, Buddhist monk, Sunita, Vicars

Ensure that a range of activities are put into the school calendar to further develop and enrich our creative curriculum at termly meetings
Develop use of the reflective garden