

Longshaw Primary Academy

Equality Objectives
October 2022- September 2026

PART TWO – EQUALITY OBJECTIVES

Our pupil premium statement and plan for 2022-23 directly links to this document and outlines the specific measures we plan to take to achieve these aims.

Governors provide scrutiny and challenge to the leadership as we seek to deliver the following objectives.

Equality Objective 1

Close gaps in attainment and progress between pupils in all groups including boys, girls, pupil premium, SEND and those from different heritage groups.

We will complete this: October 22 – September 26

Why we have chosen this objective:

Analysis of internal pupil tracking data and end of Key Stage SATs highlights gaps between different pupil groups and especially disadvantaged pupils.

To achieve this objective we plan to:

- Provide teachers with high quality CPD to ensure that pupils continue to access effective quality first teaching across the school.
- Ensure that teaching and learning opportunities meet the needs of all pupils.
- Provide targeted intervention, scaffolds and support to address gaps identified in pupils learning.
- Use summative and formative assessments to quickly identify those at risk of not meeting the expected standard in one or more subjects and put in place support additional to first quality teaching (e.g. one-to-one tuition, small group boosters, chrome book interventions etc).
- Identify children on entry to Reception with low attainment in Communication and Language and provide NELi intervention to address these gaps early on.
- Embed the new writing curriculum, adapting plans to meet the needs of all pupils.

Progress we are making towards achieving this objective:

- At the end of EYFS, all pupils made good progress from their starting points. However, there were notable differences in outcomes between girls and boys and for disadvantaged pupils. Pupils with EAL attained highest.
- In 2022, 93% of Y1 pupils met the phonics threshold and the gap between girls / boys / pupil premium was reduced.
- 2022 data analysis shows gaps between disadvantaged pupils and all pupils in Reading, Writing and Maths but most notably in Writing and Maths across the school.

Equality Objective 2

Improve the attendance of disadvantaged pupils so that it is closer in line with the attendance for non-disadvantaged children and/or the national average for all pupils attendance.

We will complete this by: October 22 – September 26

Why we have chosen this objective:

FFT Attendance data shows that although the attendance of disadvantaged pupil sin 2021/22 was broadly in line with the national average for all pupils, there is a gap between the attendance of disadvantaged and non-disadvantaged pupils within the school:

School attendance – all pupils: 94.1%

School attendance - disadvantaged pupils – 92.1%

FFT National (all pupils): 92.8%

FFT National (disadvantaged pupils): 90.5%

All research shows that poor school attendance has an adverse effect on attainment and progress and we therefore aim to diminish the difference between our disadvantaged and non-disadvantaged pupils.

To achieve this objective we plan to:

Continue to implement strategies to promote and improve attendance including:

- First day of absence phone calls / daily absence phone calls for targeted families
- Absence letters – robustness in sending these once attendance triggers are reached
- Assembly attendance awards - weekly
- Attendance a regular feature of Head Teacher's newsletters.
- Weekly celebration of attendance winners via Twitter
- Weekly BACME visits – targeted families / individuals / SAP meetings / court proceedings / NPR
- Involvement of other professionals – social workers / family support workers.
- DSL's inform social workers when vulnerable pupils do not attend school.
- DSL's do welfare checks.
- Attendance policy updated – Sept 22 and communicated with parents
- Introduction of a 'Flexi – start' for pupils in Reception and KS1 – to support parents dropping children off to school on time.

Progress we are making towards achieving this objective:

2022 FFT 360 Attendance View:

All pupils	Girls	Boys	FSM6	Not FSM6
94.1%	94.4%	93.8%	92.1%	95.1%

Equality Objective 3:

Ensure that all pupils can access and are involved in a range of wider learning opportunities including leadership opportunities, enrichment activities and extra-curricular activities, especially those with SEND.

We will complete this by: Oct 22 – Sept 26

Why we have chosen this objective:

Extra-curricular activities boost young children's confidence to interact socially with others; extend their social networks; and provide them with new skills and abilities.

Many children with SEND have tremendous potential for success in the wider curriculum. It is vital therefore that opportunities to realise this potential are recognised, nurtured and celebrated.

We want all children to look back on their learning at Longshaw as being one that has inspired and challenged them and given them a wide range of opportunity which helped prepare them for life's broad experiences.

The new curriculum has provided opportunities for pupils with enthusiasm and interest in different subjects to become subject ambassadors. It is important to us that all pupils see themselves reflected in the curriculum and that there is representation of pupils with SEND as subject ambassadors.

To achieve this objective we plan to:

- Ensure that pupils from different groups have opportunities to attend extra-curricular activities. Reduce barriers such as cost through the use of pupil premium spending.
- Ensure that pupils with SEND have opportunities to attend sporting competitions run – use the calendar of events to plan.
- Celebrate and raise the profile of pupils with SEND taking part in sporting activities – through newsletters; during celebration assemblies, tweets etc.
- Arrange a visit from a Para Olympian.
- Gain pupil voice and recognise curriculum strengths of Pupils with SEND – provide opportunities to represent the school as Subject Ambassadors.
- Develop Education with Character for all pupils – Ensuring that all pupils have opportunities to perform and express themselves on a public stage.
- Develop Powerful Knowledge - subject leads to carefully map out opportunities for trips and visits, taking advantage of local contexts bringing learning alive.
- Aim towards achieving the [United Learning Pupil Charter](#)
- School residentials are carefully planned.

Progress we are making towards achieving this objective:

- New curriculum introduced in January 2022.
- Teachers provide opportunities for first hand learning opportunities but these need to be more carefully matched to ensure that each pupil gains a full breadth of wider opportunities whilst attending Longshaw.
- SEND pupils represented Longshaw in some sporting activities in 2021/22 and thoroughly enjoyed this experience. It provided opportunities for team and individual confidence building and a sense of achievement.

