

Annual Report on progress made towards Equality Objectives. January 2021					
Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Action:	Update
All aims of duty	All protected characteristics	To increase pupil, staff and governors awareness of legal and human rights and the responsibilities that underpin society	For pupils to understand they have rights, how they can exercise their rights and understand how rights link to responsibilities	<p>To evidence the teaching of the Unicef Rights of the child across the school</p> <p>To include teaching of Rights of the Child within Term 1 PSHE education.</p>	<p>Jigsaw scheme purchased for PSHE which includes Term 1 unit on rights and responsibilities, linking to school, home and global events and issues.</p> <p>School funding allocated to purchase the books in order to deliver this within Term 1 2019 to all classes.</p> <p>PSHE policy under review to include this within it – PSHE lead/SLT.</p> <p>September 2020 – New PSHE curriculum developed and being implemented across the schools</p>
All aims of duty	All protected characteristics	To increase the participation of pupils/students from minority, marginalised or vulnerable backgrounds in school life	Increase the diversity of pupils/students involved in the decision-making processes of the school	<p>Identify which groups are under-represented in the School Council and/or pupil voice processes within the school. Due to lack of cultural diversity within the school, ensure children from disadvantaged, GRT and children with parents who speak English as Additional language.</p> <p>Set up group of pupils/students to develop actions which better involve the target group</p>	<p>Pupil Governors set up and voted for by the children.</p> <p>LAC child made the chair person for the Pupil Governors to allow for diverse experiences and discussions.</p> <p>3/7 of the Pupil Governors are from disadvantages backgrounds.</p> <p>1/7 of the Pupil Governors are SEND</p> <p><b>Still to do:</b> set up a working group with children from key vulnerable groups to ensure the groups of children are targeted (including child from GRT background).</p>
Advance equality of opportunity	Gender	To ensure that girls are equally involved in physical activity	Improved participation of girls in targeted sports activities	Monitor attendance of girls at out-of-school hours sports clubs	<p>2 x after school clubs funded by Sports Premium</p> <p>40% of attendees (16/40) are girls.</p> <p><b>Still to do:</b> Review the PE curriculum with all students, primarily girls, and consider amendments to content and skills taught as required.</p>

				<p>Survey girls and understand barriers to participation</p> <p>Fund physically active clubs using Sports premium to encourage participation.</p>	
Advance equality of opportunity	Disability/ All	To increase social and emotional skills for pupils/students with social, emotional and mental health needs	Improved ability by pupils/students to handle difficult situations and a reduction in classroom disruption	Train a member of staff as Thrive practitioner. Train all staff in delivering a Thrive approach. Achieve 'Embedding Thrive' badge for the school	<p>Thrive Practitioner set up with a lead Thrive Practitioner across the federation – allocated hours to review and support the provision within the school.</p> <p>Embedding Thrive Badge achieved.</p> <p>Wellbeing Award for Schools links to this allowing for further consideration of nurture provision for all groups – achieved at EH Feb 2020, working on at Chiddingly and St Mary's during 2020-2021</p> <p>Mindfulness training for staff in Jan 2019 – embedding of practice now in place.</p> <p>Another Thrive practitioner being trained across 2019/20 to allow for continuity and succession planning</p>
Advance equality of opportunity	Other	To ensure the attainment of pupils eligible for free school meals is at least equal to those not eligible.	Improved attainment	<p>Collate and analyse data relating to attainment by target group</p> <p>Review 'Closing the gap with the new primary national curriculum', implement relevant strategies</p>	<p>Datawalls produced 3 x per year analysing FSM/PPG data for all year groups in RWM. Information used in Pupil progress meetings to allow for planning of intervention as required.</p> <p>'Closing the gap with the new primary national curriculum', implement relevant strategies to be reviewed by SENCO and SLT.</p>
Advance equality of opportunity	Race	To improve the achievement of GRT pupils	Improved attendance and attainment by this group	<p>Collate and analyse data relating to attainment and attendance by target group</p> <p>Work with (SLES), ESBAS and Traveller Education Team to identify strategies to improve attainment of this group</p>	<p>Links made with GRT support at LA (Robyn Edwards) for support re attendance and attainment, particularly in EYFS.</p> <p>Still do be done: create a section in the datawall/Pupil progress minutes for GRT vulnerable group where there is a need in the school</p>

				Utilise Pupil Progress Meetings to analyse performance of the vulnerable group. Create actions and interventions from this.	
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