



## Sedlescombe Church of England Primary School Equality Objectives 2020 – 2024



Link to Public Sector Equality Duty	Protected Characteristic	Aim	Objective	Target Groups	Actions	Responsible	Dates From - To	Milestones
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	All pupils and staff	To enable children to think about Big Questions and to be able to express a view and stand up for their rights.	Senior Leadership Team and Governors	September 2021 to July 2024	<p>Training Undertaken</p> <p>Staff confident to deliver P4C lessons</p> <p>Weekly P4C lessons where children express their ideas &amp; opinions</p>
<b>Progress Towards Objective</b>	<b>Academic Year 2021-2022</b>	<ul style="list-style-type: none"> <li>Whole staff P4C training undertaken in November 2021</li> <li>Term 2 2021 all children have had a P4C session (KS2 generating their own Big Question).</li> <li>Term 3 2022 all classes to have a fortnightly P4C session exploring big questions.</li> <li>Questions discussed and photos of the sessions will be captured in the children's Life Skills Books.</li> </ul>						
Advance equality of opportunity	Other	To improve the attainment of pupils eligible for free school meals	Improved attainment	Children eligible for free school meals	<p>Collate and analyse data relating to attainment by target group</p> <p>Ensure same day catch up and interventions to raise attainment and prevent children from falling behind</p>	Inclusion Leader	Annually in July	<p>Review ASP data</p> <p>Review internal data</p> <p>Review end of Key Stage results for FSM and non FSM pupils</p>
<b>Progress Towards Objective</b>	<b>Academic Year 2021-2022</b>	<ul style="list-style-type: none"> <li>No national data was available for the past two academic years due to the pandemic and cancellation of national assessments.</li> <li>Our internal assessments show that our pupil premium children are performing lower than that of our non-pupil premium children. 89% of our children passed the phonics screening check, 67% of pupil premium children passed the phonics screening check. Our internal assessments using SSRT, PIRA, PUMA and GAPS show the following:</li> </ul>						

**Learning, Loving and Growing Together with God**

		<ul style="list-style-type: none"> <li>○ SSRT: 81% of PP children made progress, 70% achieved a standardised score of 100+</li> <li>○ PIRA: 85% of PP children made progress. 52% achieved a standardised score of 100+</li> <li>○ PUMA: 74% of PP children made progress. 52% achieved a standardised score of 100+</li> <li>○ GAPS: 92% of PP children made progress. 44% achieved a standardised score of 100+</li> <li>● Introduction of assessment process (SSRT) and clear interventions (Priority Reader) has improved the reading ages of children. 97% of pupils involved in the intervention have improved their reading ages. 45% have increased by up to a year, 41% increased by over a year and 14% improved by over 24 months.</li> <li>● Our Pupil Premium children had attendance of 86% last academic year (19/20) this year (20-21) it has improved to 93% This is below our school target of 96.4% 61% of our Pupil Premium children did not meet our school target and 18% of our Pupil Premium children are regularly late which also impacts on their ability to access additional interventions and has negative impact on their mental health and well-being.</li> <li>● Attendance is a focus within the ADP for this academic year.</li> </ul>						
Link to Public Sector Equality Duty	Protected Characteristic	Aim	Objective	Target Groups	Actions	Responsible	Dates From - To	Milestones
Foster good relations between people who share a protected characteristic and those who do not	All protected characteristics	To increase global awareness and how our school fits into an ever changing world	Increased positive attitude to people from different backgrounds		<p>Increased understanding and respect of the beliefs / cultures of others</p> <p>Review resources used within topics to ensure global awareness and different cultures and beliefs are represented in particular use of rich texts within English.</p>	<p>SLT</p> <p>English Leader</p> <p>All Teachers</p>	September 2021 to July 2024	<p>Book Map for each class to include rich texts from different cultures.</p> <p>50 Things To Do Map links to different cultures &amp; builds cultural capital.</p> <p>Monitoring of pupils' work</p> <p>Pupil voice</p>
Progress Towards Objective	Academic Year 2021-2022	<ul style="list-style-type: none"> <li>● September 2021 full launch of '50 Things to do at Sedlescombe School.</li> <li>● Special Book given to all children in Reception to Year 3 to record their 50 Things to do at Sedlescombe Activities.</li> <li>● Book Map for each year groups has been created and includes some books from different cultures. Gaps have been identified and new books will be added during the academic year.</li> </ul>						

Link to Public Sector Equality Duty	Protected Characteristic	Aim	Objective	Target Groups	Actions	Responsible	Dates From - To	Milestones
All aims of the duty	All protected characteristics	To promote good relations and tolerance between people from different backgrounds	Understanding the world the children live in	Pupils Staff	Continue to promote the relationship with our link school in Sierra Leone  Fundraising projects both locally, Nationally and Globally	Sierra Leone Link Teacher  SLT	September 2020 onwards	Link teacher to visit Sierra Leone  Link teacher from Sierra Leone to visit school  Sierra Leone link embedded within curriculum
<b>Progress Towards Objective</b>	<b>Academic Year 2021-2022</b>	<ul style="list-style-type: none"> <li>• Links have been more challenging in the past year due to the global Pandemic meaning that visits to and from Sierra Leone have not been possible.</li> <li>• Whole school assembly has been held relaunching the link.</li> <li>• Sierra Leone link is currently included within the Year 4 Misty Mountains topic. Further links need to be sought in coming years.</li> </ul>						