

## Helpringham Primary School

### Equality Objectives 2020 – 2021

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

<b>Aim</b>	<b>Action to be taken</b>	<b>Personnel</b>	<b>Timescale</b>	<b>Resources</b>	<b>Impact</b>
Provide training for all staff and governors on equality and diversity	Provide specific INSET to staff on equality training. Use opportunities as they arise during INSET to provide training on equality and diversity.	HT to lead.  All staff and governors.	Training on equality policy and duty Autumn Term 2020.	Time for meetings	All staff and governors aware of legislation and responsibilities of all stakeholders.
Improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition	Work with CONNECT Training School Alliance in Boston to provide necessary education support for EAL (English as an Additional Language) pupils, including access to translator and resources where possible.	HT, Class Teacher and CONNECT staff	Support ongoing from date of school place offer.	Time for meetings.	New pupils are supported and interventions put in place to ensure a positive transition to Helpringham Primary School.

Aim	Action to be taken	Personnel	Timescale	Resources	Impact
Narrow the pupil premium gap in Reading, Writing and Maths in all year groups.	Increase the number of Pupil Premium (PP) pupils working at the expected standard for their age. Monitor the achievement of Pupil Premium pupils. Plan and deliver interventions to address gaps in learning as identified through on-going assessment.	CN to manage PP intervention programme  PP Governor  All class teachers and LSAs	On-going	Time for meetings.  Cost of resources to support learning.	Gap narrowed in specific year groups and subjects (as identified through data analysis).
Promote understanding and respect for differences.	Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity.  Use whole school assembly as an opportunity to celebrate festivals of a range of cultures and countries.  Use events like World Cup, Olympics, WW1 centenary as an opportunity to explore other cultures.	HT  All class teachers and LSAs  Governors  Pupils  Parents	On-going	Cost of resources to promote understanding.	Greater understanding and respect for differences.  The school ethos and curriculum promotes respect for the differences of the school and community.  Issues are covered through lessons, assemblies and staff training.

**Date Agreed: Sept 2020**  
**Date for Review – Summer 2022**