



## Beechwood Primary School Equality Objectives 2022 – 2026

The Public Sector Equality Duty (PSED) requires all schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evaluations that we undertake on a termly and annual basis. Our equality objectives focus on those areas where we have agreed to take action to improve equality.

<b>Objective 1</b>	<b>Over the next four years, the gap will close between the achievement of children eligible for the Pupil Premium and their peers.</b>
<b>Why have we chosen this objective?</b>	<p>In 2021/2022 at the end of Key Stage 2 the percentage of PP children achieving the expected standard in reading = 50% (non PP 82%), Writing = 40% (non PP 59%), Maths = 60% (non PP 71%)</p> <p>At the end of Key Stage 1 the percentage of PP children achieving the expected standard in reading = 60% (non PP 79%), Writing = 60% (non PP 79%), Maths = 60% (non PP 79%)</p>
<b>To achieve this objective we plan to</b>	<ul style="list-style-type: none"> <li>➤ Evaluate and re plan our provision using evidence based interventions and guidance from the EEF</li> <li>➤ Re introduce Pupil Premium Champions</li> <li>➤ Re introduce 'pupil profile' files in each class, thus making all staff aware of a child's needs, targets and barriers to achievement.</li> <li>➤ Focus on PP children in pupil progress meetings</li> <li>➤ Track these children separately and report their data separately to governors and staff</li> <li>➤ Hold staff to account for their progress via the performance management system</li> <li>➤ Ensure PP children are a main focus in book looks, learning walks, data drops and lesson observations.</li> <li>➤ Ensure PP children are always targeted through questioning, feedback and marking.</li> <li>➤ Identify and introduce strategies to raise attainment of PP children</li> </ul>
<b>Progress we are making towards achieving this objective</b>	<ul style="list-style-type: none"> <li>➤ PP children have been made a focus through questioning, and when giving feedback and when marking.</li> <li>➤ PP childrens books are always included in book looks and are a focus of learning walks and lesson observations</li> <li>➤ PP children are always discussed at pupil progress meetings and tracked separately</li> <li>➤ Robust PP strategy in place</li> </ul>

<b>Objective 2</b>	<b>Ensure curriculum provision matches the needs of each group and that all groups make the best progress</b>
<b>Why have we chosen this objective?</b>	To ensure all pupil groups reach their full potential
<b>To achieve this objective we plan to</b>	<ul style="list-style-type: none"> <li>➤ Staff to be fully aware of the different pupil groups in their class.</li> <li>➤ Monitor attainment and achievement of all pupil groups.</li> <li>➤ Curriculum leaders will review the curriculum for their subjects on a termly basis</li> <li>➤ CPD provided to staff</li> </ul>
<b>Progress we are making towards achieving this objective</b>	<ul style="list-style-type: none"> <li>➤ All staff are very aware of the different pupil groups in this class</li> <li>➤ Whole curriculum has now been revised</li> <li>➤ Progress and attainment of all pupils groups are monitored each term</li> <li>➤ Extensive training has taken place for all subject leaders</li> </ul>

<b>Objective 3</b>	<b>Ensure our curriculum reflects our diverse community</b>
<b>Why have we chosen this objective?</b>	The school sits within a multi-cultural community. There are 20 languages spoken by Beechwood parents and children.
<b>To achieve this objective we plan to</b>	<ul style="list-style-type: none"> <li>➤ Ensure our school environment reflects our community and is welcoming.</li> <li>➤ Review our provision of bi-lingual books to ensure children have access to the English language as well as their home language.</li> <li>➤ Ensure classrooms are welcoming for all children.</li> <li>➤ Ensure our curriculum and enrichment activities allows opportunities to celebrate a range of cultures, their traditions and celebrations.</li> </ul>
<b>Progress we are making towards achieving this objective</b>	<ul style="list-style-type: none"> <li>➤ New welcome board introduced in lobby which captures 'hello' in a number of different languages</li> <li>➤ Bi lingual learning support in place in classes for children who need it</li> <li>➤ Classrooms bright, welcoming and inclusive</li> <li>➤ Inclusivity one the school values and discussed regularly in assembly</li> <li>➤ Curriculum celebrates a range of beliefs, cultures and traditions.</li> </ul>