

## LITTLE GADDESSEN CHURCH OF ENGLAND PRIMARY SCHOOL

### EQUALITY OBJECTIVES & COMPLIANCE INFORMATION

Approved February 2016

Review by February 2020

#### BACKGROUND

Little Gaddesden Primary School is committed to meeting its public sector duties in line with the Equality Act (2010) and welcomes and acknowledges its responsibilities to:

- Eliminate discrimination
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

The protected characteristics identified in the Equality Act (2010) are; race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation.

The school has a duty to:

(a) to publish information to demonstrate how the school is complying with the Public Sector Equality Duty (to be updated annually). As the school has fewer than 150 employees, only pupil-related information is required to be published.

(b) to prepare and publish equality objectives (to be updated at least once every four years)

The school follows Department for Education guidance in not publishing information which relates to fewer than 3 people (school staff or pupils) so that individuals cannot be readily identified.

#### EQUALITY OBJECTIVES

At Little Gaddesden Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socioeconomic background. In order to further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives:

- **Objective 1:** To monitor and analyse pupil achievement by race, gender and special educational need or disability and act on any trends or patterns in the data that require additional support for pupils.

- **Objective 2:** To use Pupil Premium Funding effectively to support vulnerable learners.
- **Objective 3:** To raise levels of parental and pupil engagement in learning and school life, across all activities including regular attendance to ensure equity and fairness in access and engagement.

### **MONITORING**

Compliance will be monitored annually by the Curriculum Committee using; RAISEonline data, SEN Link Governor reports, Hertfordshire Improvement Partner Reports, the Headteacher's Pupil Premium report and other relevant information.

### **PUBLICATION OF INFORMATION**

The Governing Body will publish the equality objectives and compliance information on the school website.

## COMPLIANCE INFORMATION - UPDATED JULY 2018

The Governing Body's Learning Committee has completed its annual review to consider whether the school is meeting its equality objectives and concluded that it is on track based on the following evidence and information.

1. **The Hertfordshire Improvement Partner (HIP)** visited the school in November 2017 and February 2018 to review the quality of groups of pupils' learning and their progress. This included:

- Pupils with special educational needs and disabilities
- Disadvantaged pupils (PPG)
- Children Looked After Pupils – (not applicable)
- English as an Alternative Language Pupils – (not applicable)

The assessment was based on the quality of learning experienced by the pupils across the school combined with assessment information about progress and attainment.

Overall, the outcomes for pupils were assessed to be outstanding. The report noted that the school had very small numbers of disadvantaged pupils within the school in July 2017. They made better progress than other pupils nationally and were all working at Age Related Expectations in reading, writing and maths. The report also noted that the school has very small numbers of pupils on the Special Educational Needs register and that they made strong progress.

2. **The OFSTED Inspection Data Summary** was considered by Governors following its publication in November 2017. The report identified the following as areas for investigation;

- Progress in writing was significantly above average and in the highest 10%
- All pupils met the phonics expected standard.

3. **Pupil Premium Information.** The number of pupils receiving PPG is below the DfE threshold for publishing information

4. **Parent and pupil engagement.** In 2017-18 attendance was 96.62%. Authorised absence was 2.51% and unauthorised absence was 0.87%. During the year parents were invited to a range of Whole School Assemblies and Parent Information sessions: SATs, Maths reasoning Assembly and meetings, Reading Assembly, Hand-On sessions in EYFS, PGL and parent consultations.

July 2018