

Equalities Policy Appendix B



Equalities Information

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, religion or belief and sexual orientation).

Having referred to and analysed our equality information, we have set ourselves the following objectives:

Objective 1: To monitor and analyse pupil attainment by pupil groups, acting on any trends or patterns in the data that require additional support for pupils.

Review 2022 There have been no national tests for two years, which means we have been unable to compare our attainment with other schools, but phase leaders ensure that there is a focus on the attainment of vulnerable groups during progress meetings with teachers.

Pupils in vulnerable groups perform well at Harrison Primary School. In some cohorts pupils eligible for the pupil premium are performing in line, or above, their peers. However, there are some cohorts where performance of pupil premium pupils is weaker than their peers, and additional support for these pupils remains a priority.

Objective 2: To address factors which can impact on the potential attainment of those eligible for Pupil Premium, including attendance, enhanced learning support and access to a range of experiences.

Review 2022 Attendance for FSM pupils remains broadly in line with that of their peers. Pupils' with SEND and medical needs attendance is slightly lower than that of their peers.

Over the past years priority has been given to pupils eligible for the pupil premium who are currently not on track to achieve age related expectations. The school is supporting pupils eligible for FSM to access the school residentials and curriculum enrichment day trips, as well as providing places at extra-curricular activities and uniform grants each year. Hardship funding was distributed at Christmas 2022.

Objective 3: To ensure that the school promotes respect for diversity through the use of everyday resources so that pupils can recognise themselves and their family/community through the images and contexts used across the curriculum (for example, through availability of books; stories shared; contexts/images used across the curriculum; pictures and posters of everyday life; celebration of key figures in history, science and through assemblies etc.).

Review 2022 Actions which have already taken place towards this objective include

- awareness training for all teachers and classroom support staff on Equalities legislation and our own equalities policy and objectives
- the purchase of additional everyday resources for classrooms to support diversity
- careers workshops in year 5

- year groups encouraged to consider the choices of texts/themes/key figures covered to incorporate greater diversity, for example, Year 6 'Pig Heart Boy' and Year 5 'The Boy in the Girls' Bathroom' within the English curriculum, and the theme of 'Stereotyping' in PSHE.

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Date for review and re-publication of progress against objectives: Spring term 2023

Date for review and re-publication of objectives: Spring term 2025