

Equality Objectives 2021 for Nicholas Hawksmoor Primary School

At Nicholas Hawksmoor Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents, and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

Our School within the Wider Context (as at September 2021)

The national demographic presents an ever-changing picture in terms of ethnicity, disability and social deprivation.

Gender:	Girls	47.2%	Boys	52.7%
SEN/D:	9.8% (41 pupils)		Pupils with EHC plans:	1 pupil (YR)
EAL:	3.4% (14 pupils) (slight increase) Low			
PP:	7.4% (31 pupils) (slight increase) Low			
FSM:	4.5% (19 pupils) – Low			
Ethnicity:	Predominantly British White Community			

Equality Action Plan for Nicholas Hawksmoor Primary School

Aspect of the Duty	Action	Action by	Monitored by	By	Annual Review RAG Rate + Commentary
To promote equality of access to a full and rich range of experiences, both in and beyond the school for all pupils, especially our most vulnerable and disadvantaged.	Monitor and support participation in sport to ensure vulnerable groups have access and are able to take part (SEN/D/PP).	Sports Premium Leader	Executive Principal	Monitor Annually	
	Monitor and support participation in performing arts to increase participation of vulnerable groups (SEN/D/PP).				
To close the gaps in the achievement and progress of different groups. Diminish the difference in attainment between those children considered to be 'disadvantaged' and those who are not.	Reduce the attainment gap in girls achieving Greater Depth in Maths at the end of KS2.	Maths Lead		Monitor annually in data at End of Year	
	Reduce the gender gap in boys achieving the expected standard in writing at the end of KS1.	Writing Lead			
	Implement engaging writing topics and monitor impact of writing approach on boys writing.				
	Pupil voice in writing.				
	Use baseline / summer assessments to identify and track our most disadvantaged learners progress termly.	Head of School / Year Groups			
	Set up intervention groups and monitor impact thorough assessments and pupil work scrutiny.				

Aspect of the Duty	Action	Action by	Monitored by	By	Annual Review RAG Rate + Commentary
To expose children a wider range of cultural diversity through first-hand experiences and resources which are representative of a modern, culturally diverse community.	Select visitors and visits that expose pupils to first-hand experiences of different cultures / faiths.	Curriculum Leaders	Head of School and Executive Principal	Report / adjustments on progress annually	
	Ensure resources are reflective of different families / cultures and faiths including representations in books / toys.				
To reduce prejudice and increase understanding of equality through direct teaching and celebration of diversity across the curriculum.	Teach directly about diversity and reflect diversity in Arts themes.				
	Monitor, report carefully and analyse all incidents of prejudice in order to address issues / planning / teaching.				
	Promote awareness and understanding via PSHE units and assemblies.				