

Part 3: Our equality objectives 2019 - 2022

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We regularly review the progress we are making to meet our equality objectives.

Equality objective 1: Link to Public Sector equality duty **ADVANCE EQUALITY OF OPPORTUNITY**

To work effectively towards closing the gap and/or raising attainment of children with the entitlement to Pupil Premium (disadvantaged children).

Why we have chosen this objective:

We have 15.5% of disadvantaged children on role which is slightly higher than the national average in primary schools (13%). By the nature of a small school intake, which includes varying sizes of cohorts, the needs of these children are disparate, and often represented by individuals rather than sizeable groups with a particular need. 38% of these children also have identified SEND. This combined with a very small budget is a challenge to planning and provision of a good evidenced based pupil premium strategy. However, we are determined to advance equality of opportunity to each individual.

To achieve this objective we plan to:

- *Plan and implement an evidence based and effective strategy for Pupil Premium.*
- *To consider and evaluate the individual needs of every child with PP and to use this data effectively to plan and implement specific actions or provision for them which will meet an identified need.*

Success criteria we will use to measure the achievement of this objective:

- We will have a whole school strategy for pupil premium, which will be understood by all staff and governors.
- We will monitor the impact on each individual termly and evaluate the progress at the end of the year. All children with entitlement to PP will make progress specific to the aim of the provision.

Progress we are making towards achieving this objective:

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Equality objective 2: Link to Public Sector equality duty FOSTER GOOD RELATIONS

To work to foster a clear understanding of British Values, and knowledge about different religions and cultures represented in our society. To continue to fulfil our prevent duty (Safeguarding).

Why we have chosen this objective:

The equality information data shows that the school is 95% White British and the religious make up is 38% Christian, 44.4% no belief or information refused and a very small minority Muslim or other beliefs (not defined). However we live on the outskirts of London which is ethnically and culturally very diverse. Soft data also shows that many of our children have limited first-hand experience of religions and faith or multi-culturalism. We need to build their understanding of the world wide community in which they live and their personal, social and emotional development. We need to build their resilience to extremist ideas and ideologies should they be exposed to this later in life (The prevent Duty).

To achieve this objective we plan to:

- The school will continue to have a strong ethos and values that are effective in practise.
- Multi faith RE will be consistently taught in all classes.
- The curriculum will include multi-cultural references, sources and events to build their knowledge and experiences.
- British Values and PHSE will be taught in all classes and reflected in daily practice.
- The whole staff will be aware of the Prevent Duty and know how to implement this in the context at Downe Primary School

Success criteria we will use to measure the achievement of this objective:

All children will have knowledge of multi faith and multi-culturalism.
All children will know about British Values and Downe’s school ethos and they will be encouraged to act in accordance with these and challenged if not doing so.
There will be a building of resilience to extremist ideas.

Progress we are making towards achieving this objective:

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