



Hartley Primary Academy

Equality Objectives 2017/18

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Equality Objectives

Objective 1: Gaps in achievement for pupils who are Pupil Premium or Free Schools Meals to be closed by the end of Key Stage 2 so that 100% of pupils without SEN achieve expected in reading, writing and maths.

Why we have chosen this objective:

There are significant gaps in achievement in the current Year 6 between this group of pupils and those who are not pupil premium.

To achieve this objective we plan to:

Plan and deliver personalised curriculum for targeted pupils with increased levels of support to close gaps.

Progress we are making towards this objective:

To be completed at the end of Term 2 2017.

Objective 2: Gaps in attainment between pupils who have SEND to be closed by a further 10% compared with pupils who do not have any SEND by the end of Key Stage 2.

Why we have chosen this objective:

Pupils with SEND make good and outstanding progress at Hartley and we believe that more can be done to ensure better outcomes.

To achieve this objective we plan to:

Deliver whole staff training and bespoke training on key issues so that all staff understand specific SEN needs and more children receive effective interventions from knowledgeable, skilled professionals.

Lead, deliver and implement a Trust wide strategy for developing SENCO Assistants so more members of staff support the leading and monitoring of SEND provision.

Progress we are making towards this objective:

Staff training has been delivered in Term 1 on Dyslexia to all teachers. Higher Level Teaching Assistants have received training on specialist areas. Two Assistant SENCO's have been identified and have been attending Trust training.



Objective 3: To reduce the number of racist incidents happening in school

Why we have chosen this objective:

Hartley is situated in a mostly white British area which is slowly changing to include families from diverse backgrounds. There have been three recorded racist incidents in the last 12 months.

To achieve this objective we plan to:

Review and enrich the curriculum so that similarities and differences in identity are explored and celebrated in a more real and relevant way for the children.

Build the confidence of children so they feel able to speak to a trusted adult when incidents occur.

Improve the knowledge and skills of staff so they understand when a racist incident has occurred and how to address reports of such incidents.

Progress we are making towards this objective:

The curriculum has been reviewed and a focus week exploring festivals of food and light completed. Year 5 are participating in a schools linking project focused on building positive relationships. Training for staff will be delivered in Term 4.