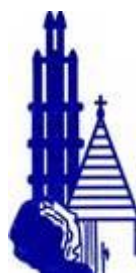


Hadlow Primary School



Equality Objectives 2024-2025

Report to Governors

Appendix 1: Information on Pupils by Protected Characteristics

Gender

	Total	% of School
Boys	102	56.0
Girls	80	44.0

Ethnicity

Ethnicity	Total	% of School
Albanian	1	0.55
Bangladeshi	1	0.55
Black – African	3	1.65
Black – African Asian	1	0.55
Chinese	1	0.55
Gypsy/Roma	4	2.20
Indian	2	1.10
Sri Lankan Tamil	1	0.55
Turkish Cypriot	2	1.10
White – English	153	84.07
White – Cornish	1	0.55
White – Eastern European	1	0.55
White – Western European	1	0.55
White – Other	3	1.65
White and Black Caribbean	2	1.10
Other Ethnic Group	2	1.10
Other Mixed Background	1	0.55
Refused to declare	2	1.10
Overall Total	182	

Religion

	Total	% of School
Muslim	2	1.10
Hindu	1	0.55
Christian	33	18.14
Church of England	1	0.55
Other	4	2.20
No religion declared	69	37.92
Refused/ Not Recorded	72	39.56

Additional Characteristics

	Total	% of School
Pupil Premium	65	35.7
EAL	7	3.8
GRT	5	2.7
SEND	43	23.6
Pupils with a Disability	3	1.7

Appendix 2: Equality Objectives 2024-2025

All performance data is analysed three times a year by class groups, and key characteristics:

- Gender
- Pupil Premium
- SEND
- GRT
- English as an Additional Language

Trends over time:

- Girls typically outperform boys, particularly in English
- Pupil Premium children typically perform less well than their peers
- Pupils with SEND perform significantly lower than their peers
- Pupils with GRT perform significantly lower than their peers

N.B 35% of PP children are also within another protected category. 56% of pupils on the SEND register are also Pupil Premium.

Objective 1: to ensure equality of attainment for boys and girls

Steps to Success

- ✓ All boys to have equal opportunities across the curriculum
- ✓ Boys to be recognised as a vulnerable group in all classes, discussed at Pupil Progress meetings
- ✓ Boys to be targeted through in class support, volunteer mentoring and after school tutoring, particularly linked to English
- ✓ Boys to be overrepresented in pupil voice, particularly linked to English
- ✓ Boys to be targeted for additional English based opportunity and enrichment

Objective 2: to improve the annual progress of pupil premium children, thus raising their outcome success

Steps to Success

- ✓ Pupil Premium funding and targeting to support children with access to Breakfast Club, co-curricular clubs and music tuition
- ✓ Pupil Premium families to be targeted for personalised support from the FLO
- ✓ Pupil Premium to be recognised as a vulnerable group in all classes, discussed at Pupil Progress meetings
- ✓ Pupil Premium children to be targeted through in class support, volunteer mentoring and after school tutoring

Objective 3: to improve knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity

Steps to Success

- ✓ Create an enrichment and personal development map, ensuring opportunities across all year groups to develop and deepen knowledge of different races and cultures
- ✓ Monitor the successful implementation of the PSHE curriculum
- ✓ Review the impact of the PSHE curriculum through triangulated monitoring
- ✓ Extend enrichment opportunities linked to diversity
- ✓ Further develop books, signage and resources to ensure that all cultures are represented and celebrated

- ✓ Ensure that assemblies and whole school events recognise, develop and extend pupils' awareness and appreciation of diversity

Objective 4: to improve the participation and engagement of different groups of parents

Steps to Success

- ✓ Target vulnerable groups through 'Tea and Talk', PTA meetings and other parental engagement opportunities.
- ✓ Develop parent and child targeted workshops, linked to specific vulnerabilities or areas of need
- ✓ Analyse parent questionnaires by protected characteristics
- ✓ Staff to make discretionary effort to engage hard-to-reach families

Objective 5: to analyse diversity on Governing Board and target recruitment accordingly

Steps to Success

- ✓ To complete board analysis
- ✓ To discuss recruitment campaign