**ST CLEMENT’S C OF E PRIMARY SCHOOL- EQUALITY OBJECTIVES- SEPTEMBER 2020**

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**Equality objective 1: By the end of the 2020-21 school year, the attainment of disadvantaged pupils is close to or is improving towards that of other pupils with the same starting points.**

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| **Why we have chosen this objective:** |
| -We have a high percentage of disadvantaged pupils in our school and therefore receive a large amount of Pupil Premium funding. (PPG)  -In the 2019-20 school year, we began to embed our systems to ensure we had identified eligible pupils, kept this information updated and began to track their progress. This needs to be further worked on and monitored externally, to have a greater impact. |

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| **To achieve this objective we plan to:** |
| -Continue to research strategies that have worked within school or elsewhere- for example- effective deployment of teaching assistants and other interventions.  -Update pupil premium action plan that is regularly reviewed & shared with the link pupil premium governor and the governing body.  -Collation of data- progress compared to other pupils in school and nationally.  -Clearer identification of disadvantaged pupils via more frequent updating of lists.  -Completion of intervention sheets showing which pupils are disadvantaged & showing their start level, what is being provided & the impact during the intervention and also at the end.  -Tracking progress at pupil progress meetings & altering provision where necessary. |

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| **Progress we are making towards achieving this objective:** |
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**Equality objective 2:**

**By July 2021, 90% of the staff will feel confident in meeting the needs of pupils with Special Educational Needs and Disabilities (SEND) as shown by responses when asked at termly SEND pupil progress meetings.**

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| **Why we have chosen this objective:** |
| There is an increase in the number of SEND pupils in school with complex and specific needs (eg Speech, Language and communication and emotional, mental health). |

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| **To achieve this objective we plan to:** |
| -Increase the amount of whole staff training on specific needs that are new to our school, making use of the expertise of trained staff- eg ELKLAN (Speech and Language training).  -Provide more in class support from the SENDCO, SENTA & SALT TA so practical advice and strategies can be implemented.  -Continue to track closely the attainment and progress of each pupil on the SEND register, in each class, every half term.  -Conduct interviews and book scrutiny where the progress of SEND pupils is a concern throughout 2019-20.  Respond to outcomes with strategies such as: follow up meetings with class staff; purchasing of a specific resource; set up in class support; consider a specific intervention; involving other agencies- eg educational psychologist  -Arrange meetings with parent/carers to discuss progress issues & how they can also support at home. |

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| **Progress we are making towards achieving this objective:** |
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**Equality objective 3: To improve the participation and engagement of the black minority ethnic groups of parent/carers in school activities by at least 30% by the end of the 2020-21 school year**

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| **Why we have chosen this objective:** |
| We continue to identify that black minority ethnic groups of parent/carers were under-represented in groups such as our governing body and the Friends of St Clements. |

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| **To achieve this objective we plan to:** |
| -Parental involvement lead continues to analyse the number of parent/carers who have attended events and also the attendance of groups- females, males, ethnic groups  -Head & Parental involvement lead meet to discuss ways to increase involvement of black minority ethnic groups- eg parent champions; informal coffee event; community event, discussion with a focus group to identify barriers and next steps. |

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| **Progress we are making towards achieving this objective:** |
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