

**Equality objective 1:** To reduce the gap in attendance data between different sections of the school community.

**Why we have chosen this objective:**

Monitoring of attendance data shows that some groups of pupils are susceptible to poorer attendance than others. Some pupil premium children have poorer attendance than our school average or have a higher incidence of lateness than average.  
Some of our children with EAL have attendance that is below the school average.

**To achieve this objective we plan to:**

Review our attendance procedures and use the attendance officer, pastoral care leader and Headteacher to address issues of poor attendance. The attendance officer and pastoral care leader are new posts and we will be able to use them to develop more efficient working practices that address attendance issues.  
Provide support, for families with EAL, that helps improve and challenge poor school attendance.  
Carefully monitor the attendance of different groups and then take action to address any significant differences between groups.  
Carefully monitor the attendance of pupil premium pupils and use funding to address any priorities that arise from monitoring.

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

We have employed a Pastoral Care Leader to lead the work of supporting families to develop better school attendance and address lateness issues.  
The attendance officer post has been filled and we are reviewing our procedures to make them more responsive, supportive and effective in addressing poor attendance.  
We have employed an EAL specialist teacher for one day a week to support our EAL children and families.  
We are exploring best practice to develop our provision for these groups further.

**Equality objective 2:** Ensure good access to information for all parents. Ensure that all children arriving in the school with little or no English are supported to make rapid progress in communication and language, enabling them to access the curriculum and achieve at least expected age-related development in all areas of learning.

**Why we have chosen this objective:**

We know that some parents have struggled to understand and access the information that we publish to our community e.g. children with EAL will often not be prepared for some special events such as Mufti or dressing up days.  
Some EAL pupils still struggle to achieve national expectations in writing despite making good progress in other areas of the curriculum when they have been with us for a while.

**To achieve this objective we plan to:**

Employ an EAL specialist for one day a week to develop our staff capacity to meet the needs of all learners.

Grow the skills of teachers and TAs to deal with specific groups of pupils and ensure they make good progress.

Improve our procedures and processes for publishing information and communicating with parents e.g. ensuring all families can access information we send out.

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

Some information is now published in more than one language.

We have held a coffee morning with parents of EAL children to ascertain their needs.

The EAL teacher is beginning to implement measures to disseminate best practice and ideas across the staff group.

Reviewed September 2016.