



Lyndhurst Primary School

THE CHARTER SCHOOLS
EDUCATIONAL TRUST

Equalities Objectives 2021-2024

Reviewed and approved by the Local Governing Body during the term: Autumn 2021
Next Review Date: Autumn 2023

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of protected characteristics). The Charter Schools Educational Trust values state that:

- » We are committed to helping all children, particularly the most disadvantaged and vulnerable
- » We work successfully with people of many diverse backgrounds and cultures
- » We accept that we have biases and work hard to free ourselves of these
- » We know that diversity of experience and perspective makes our organisation richer and our decisions better.

The Trust and Lyndhurst Primary school will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (2010) (race, disability, gender, gender reassignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation).

Under the Act, the Trust and its schools are expected to comply with the Public Sector Equality Duty (PSED). This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, we are required to:

- Have due regard to the PSED when making decisions, taking-action or developing policy and practice.
- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy.
- Publish Equality Objectives which are specific and measurable.

Our Equality Objectives reflect Lyndhurst's priorities, and our values and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

Further information can be found via the links below:

- Equalities Act 2010 – <https://www.gov.uk/guidance/equality-act-2010-guidance>
- Public Sector Equality Duty – <http://www.legislation.gov.uk/ukpga/2010/15/section/149>

2020/2021 Review
In 2020/21: <ul style="list-style-type: none">• We continued our work on diversifying the curriculum particularly in History, Art and Literacy by ensuring that materials, content and perspectives used are representative of our school community. See our Current School Improvement Plan (21/22) for details of what we are doing this year to further eliminate discrimination, promote equality of opportunity and foster good relationships.

- We continued to select teaching and learning curriculum resources to provide positive examples as well as images of differing family set-ups, e.g. same sex parents, sexual orientation, gender identity. We are updating our PSHE curriculum in preparation for the new curriculum.
- Worked in collaboration with Acorn Book Club to build a new library, fully stocked with a diverse range of books representing all pupils.
- Teachers attended Rights Respecting Schools training.
- Despite the challenging circumstances, at KS2 20% of our disadvantaged pupils exceeded age related expectations in Maths and Reading; 40% exceeded age related expectations in Writing.

Lyndhurst Equality Objective September 2021

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.

Objective 1:

To improve outcomes in reading for those children with low starting points, including those with SEN, those for whom English is an additional language, and those who are disadvantaged.

Actions:

- Phonics training cascaded to staff
- Phonics outcomes evidence decreasing difference between disadvantaged pupils and their peers.
- Evidence of progress and increased attainment in reading through termly summative assessment data.
- Lesson observations and Learning Walks demonstrate increased confidence and engagement for low attaining readers.
- HLTA engaging with specific literacy training with accreditation, increasing internal expertise and capacity to provide support.
- Disadvantaged pupils who need support with technology are loaned devices so they can use Lexia at home.
- Evidence of progress and increased attainment in reading through monitoring of Lexia reading intervention in Y2 – Y6.

Annual SLT Review: July 2022 Evaluation

All EYFS and KS1 staff including Teaching Assistants have been trained on the delivery of Little Wandle phonics. We have subscriptions to a variety of digital support platforms Bug Club, Nessy and Lexia. We have lent a number of devices out to families.

Outcomes we have seen so far:

91% of pupils pass the phonics screener by Year Two

78% of our SEND pupils pass the phonic screener by Year Two

Objective 2:

To embed best practice relating to SEND across the school.

Actions:

- Staff have CPD relating to best practice relating to all SEND categories at school.

	<ul style="list-style-type: none"> • Adapt learning environments so they are supportive of children with SEND. • Target setting linked to EHCP's and termly review of progress . • Termly Parent and Carer Cafés to help parents of children with SEND develop networks. • Publicise the local offer to parents and carers and sign-post what support there is beyond Lyndhurst Primary.
Annual SLT Review: July 2022 Evaluation We had a number of SEND Teaching Assistants in addition to class based ones (as of Sep 2022 all staff are SEND TAs). We trained staff and launched Edukey a tool for tracking interventions and targets for SEND pupils. We produced our local offer.	
Objective 3:	Actions:
To promote cultural development and understanding through a rich range of experiences, ensuring equal access for disadvantaged children.	<ul style="list-style-type: none"> • All disadvantaged children are proactively offered access to extra-curricular activities. • All disadvantaged children prioritised for musical tuition, with ongoing tutor support sessions. • All disadvantaged children representing the school through sport and school council. • All Y6 disadvantaged children participating in the school residential programme.
Annual SLT Review: July 2022 Evaluation All Pupil Premium pupils receive access to a one free club per year. Disadvantaged pupils receive discounts for musical tuition.	
Objective1:	Actions:
To equip school leaders with the knowledge and tools to address and challenge unconscious bias.	<ul style="list-style-type: none"> • Senior leaders will complete All-in Race, Diversity and Inclusion Leadership Programme. • Workshops will support leaders to engage in school-wide dialogue to inform and support ethical classroom leadership and embed best race equality practice. • Reflective enquiry sessions will support leaders to rehearse and gain confidence in their own abilities to talk about race, in order to identify and formulate strategies and next steps for Lyndhurst Primary School.
Annual SLT Review: July 2022 Evaluation All-in Race DEI discontinued.	