



Southfield

PRIMARY ACADEMY

Equality Policy Impact statement January 2023

Southfield Primary School's Single Equality Policy has 2 key equality objectives, and the policy outlines in detail what we will do to achieve them. The equality objectives are;

- **To ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded in practice throughout all of our schools.**
- **To ensure progress of our children is not hindered by inequality**

The aim of this impact statement is to show our compliance with the Public Sector Equality Duty by demonstrating the impact of our Equality Policy and the progress towards our Equality Objectives.

This year at Southfield Primary School we have done the following ***to ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded in practice;***

- Reviewed our curriculum delivery to create more opportunities for children to generate their own understanding of human rights and the impact of inequality
- Celebrated the lives and achievements of lesser-known individuals who have had a positive impact on the world
- Positively promoted and valued the views and the aspects of life of different groups through planned assemblies and classroom learning
- Celebrated and learnt about the human rights
- Reviewed our behaviour, Anti-bullying and SEND (Special Education Needs and Disability) policies
- Communicated with parents via weekly bulletin, emails, parent's evenings, phone calls and the school website, making extra effort to contact parents who might need support with communication, e.g. accessible timings for meetings, no internet access, etc.
- Encouraged specific groups to participate in extra-curricular activities such as sports clubs, sporting events, and enrichment activities
- Ensured that no pupil is excluded from opportunities such as trips and extra-curricular activities where hardship is a potential barrier, through use of pupil premium and other funds.
- Worked with outside agencies to deliver a curriculum that that allows all children to participate.
- Implemented and reviewed, EHCPs (Education, Health and Care Plan), SEN Support Plans and individual health care plans to support pupils within school
- Monitored attendance
- Encouraged positive relationships through our pastoral curriculum and nurture groups

- Reviewed our behaviour and anti bullying policies

This is how we've measured the impact;

- Consulted with parents about bullying and our ability to deal with incidents and support for SEND as part of our annual survey
- Monitored incidents of bullying
- Put strategies in place to reduce identified gaps in learning. These are bespoke depending upon the identified need
- Data progress reviews 4 times a year for identified vulnerable groups including SEND

This year at Southfield Primary School we have done the following to ***ensure the progress of our children is not hindered by inequality;***

- Monitored the progress of students with different characteristics in comparison to the whole cohort.
- Put strategies in place to minimize gaps identified, for example: small group tuition, access to extracurricular activities, access to residential visits, booster groups, nurture groups and 1:1 sessions
- Monitor behaviour, including looking at patterns and trends within groups of pupils
- Monitored attendance of students with different characteristics in comparison to the whole cohort.

This is how we've measured the impact;

Attendance of Pupils for the academic year 2021-2022

Whole School: - 94.49%

SEND: - 95.52%

Disadvantage pupils: - 91.18%

Boys: - 93.6%

Girls: - 95.3%

EAL: - 94.7%

Breakdown of progress in groups and subjects across the school, shown as average points progress. 3 points is considered good progress in year 1 and 4 points is good progress in year 2-6.

Group of Pupils	Reading	Writing	Maths
All children	3.91	4.00	3.90
Boys	4.00	3.96	3.86
Girls	3.83	4.03	3.93
Children with SEND	3.67	3.81	3.62
Disadvantaged children	4.06	4.06	3.94
EAL (English as an additional language)	3.80	3.90	4.00

Southfield Primary School will continue to strive towards removing inequality as a barrier towards achievement. We will ensure that our staff, parents and student are familiar with our Equality Policy, the objectives in it and what it means in practice.