



## Daisyfield Primary School Equality Objectives 2023/24

The Public-Sector Equality Duty (PSED) requires all schools to publish specific and measurable equality objectives. Our equality objectives are based on analysis of data and other information.

### Equality Objective 1: Attendance

To embed the importance of good attendance within the culture of the whole school community to secure quality of opportunity for pupil engagement, attainment and progress. We aim for our whole school attendance to be at least 96%

#### Why we have chosen this objective:

Pre Covid, whole school attendance was 96%. It is currently 92% and there has been an increase in persistent absence from 15% to 26%. There has also been a significant increase in requests for extended leave. If this continues it will impact on pupil's ability to make good progress.

#### To achieve this objective, we plan to:

- Ensure this target is a priority in our SDP
- Work closely with the school's attendance officer to ensure policies and procedures are in place and effective.
- Regular letters, meetings and if necessary fines.
- Promote positive relationships with parents and carers and share the importance of good attendance.
- Weekly attendance monitoring and rewards and recognition for those pupils with good attendance.

#### End of Year Review:

Attendance 2022/23	Attendance 2023/24	Improvement made
93.7%	95.8%	Increased by 2.1%
Persistent Absence 2022/23	Persistent Absence 2023/24	Improvement made
20.07%	8.5%	Decreased by 11.57%

A number of initiatives have helped to improve attendance including tightening procedures with the School Business Safeguarding Manager role and 100% attendance days. The 100% days were targeted for days where absence is lower e.g. first day back after a holiday. In EYFS and KS1 the attendance was analysed and showed a Thursday was a low attendance day so a film treat afternoon was put in place and KS2s attendance was lowest on a Friday so we had a Crazy Hair Day. Analysis from these days shows that the absences were either extended holidays or genuine illness.

### Equality Objective 2:

To increase understanding of equality, diversity and inclusion by the whole school community including the leadership team, governors, staff, pupils and parents.

Why we have chosen this objective:

As a school, we have a statutory duty to promote Fundamental British Values and protected Characteristics as part of our curriculum and ethos.

To achieve this objective, we plan to:

- We will continue to deliver a PSHE, HRE and RE curriculum which explore and values cultural differences and teaches them to value these. This alongside our RE curriculum will develop and deepen understanding of other cultures.
- Our curriculum teaches pupils about British Values which extend beyond their own personal experiences.
- We actively aim to provide and expose our pupils to a wide range of cultural experiences including visits, visitors and wider learning experiences.
- Parents are kept informed about the children's learning so they can support this at home. This is through displays in school, our website, newsletters and parents' evening.
- Staff, governor and parents workshops to be delivered.

End of Year Review:

- Delivered a PSHE, HRE and RE curriculum exploring cultural differences and teaching pupils to value these. Therefore, deepening understanding of other cultures.
- Half termly British Values taught across the curriculum to widen pupils understanding beyond their own personal experiences e.g democracy – voting school councillors, reading ambassadors, head boy/ girl.
- A vast array of trips provided which exposed our pupils to a wide range of cultural experiences including Mayan Day, Mosque visit, Church visit, Trip to Malham Cove, Robin Wood Residential, Crucial Crew and visits into school from the fire service, charity leaders, etc.
- Parents kept informed about the children's learning through displays our website, newsletters and parents' evening.
- Parents workshops delivered – HSE, Reading and Online Safety.

**Equality Objective 3:**

To continue to close the gap between disadvantaged pupils and non-disadvantaged pupils in reading.

Why we have chosen this objective:

Pupil premium data at the end of summer term 2022:

- 8/13 Pupil Premium children on target for Reading at End of Summer Term in KS1 = 62%
- 23/31 Pupil Premium children on target for Reading at End of Summer Term in KS2 = 74%
- 31/44 Pupil Premium children on target for Reading at End of Spring Term across school = 70%
- 13/18 PP Girls on target for Reading in Summer 2022 = 72%
- 18/26 PP Boys on target for Reading in Summer 2022 = 69%

The trajectory is improving in key stage 2 and for boys but not for girls and key stage 1. Our challenges lie with comprehension and inference.

To achieve this objective, we plan to:

Continue to embed a love for reading and reading across the curriculum.

Children have access to high quality texts.

In key stage 1 and EYFS, home readers and guided reading books are carefully matched to phonics.

Parent workshops are planned to support parents reading with their children at home.

Continual staff CPD will take place for teachers and teaching assistants so they are skilled in supporting the children's fluency and comprehension through effective questioning.

**End of Year Review:**

Pupil Premium children in school at the end of each Key Stage are performing above other Pupil Premium children locally, however more time is needed to close the attainment gap between PP children in school and non PP children.

KS1 Reading EXS PP children (3)	KS1 Reading EXS Non PP children (38)	Difference in school	KS1 Reading EXS LA PP children	Difference Compared to LA
66.7%	71.1%	-4.4%	62.3%	+4.4%
KS2 Reading EXS PP children (12)	KS2 Reading EXS Non PP children (28)	Difference in school	KS2 Reading EXS LA PP children	Difference Compared to LA
83.3%	89.3%	-6%	62.3%	+6.8%