

St Wilfrid's Equality Objectives 2021-2023



Equality objective 1: To narrow the gap between vulnerable groups of pupils and other pupils in access to homework support, and in this way to reduce or remove inequalities in attainment, particularly inequalities relating to the protected characteristics listed in the Equality Act

Why we have chosen this objective:

Post pandemic lockdown we noted that a number of vulnerable and disadvantaged pupils did not engage with homework on a regular basis.

To achieve this objective we plan to:

- Analyse data to see where attainment gaps exist
- Ensure that our homework offer is suited to all pupils
- Support parents and carers by sharing ideas and offering support with homework

Progress we are making towards achieving this objective:

Homework clubs run on a Monday for invited pupils only. This is run by our SENCO and Year 5 Teaching Assistant.

Maths club for invited pupils is on a Tuesday and targeted tutoring funded by the National Tutoring Programme (NTP) is used for this club.

Tailored support for vulnerable pupils and those who are disadvantaged is now embedded.

Homework clubs were successful and well attended in 2021-2022. This provision is led by the SENCO

In 2021-2022 – small groups of invited pupils were invited to clubs using NTP funding. There was reading, specific comprehension and maths clubs in KS2.

Equality objective 2: To increase awareness and understanding of race equality in all areas of school life and to ensure support is in place for our children with EAL during their time at St Wilfrid's

Why we have chosen this objective:

Due to an increase in the proportion of children joining school in all years from Hong Kong, East Timor and India.

To achieve this objective we plan to:

- To ensure staff are trained to use the No Outsiders Programme as part of our PSHE offer
- To engage with the MEAS service to provide additional support for our EAL children
- To review curriculum resources to ensure diverse content

Progress we are making towards achieving this objective:

All staff using the No Outsiders scheme termly as part of PSHE.
Gospel and Values assemblies.
World Faiths week Summer 2022
Welcome meetings for EAL parents September 2022
MEAS Specialist Advisor and assessments to plan support for language acquisition – Oct 2022

Equality objective 3: To promote positive mental health and wellbeing

Why we have chosen this objective:

Excellent teaching and learning opportunities, strong pastoral provision and good links with families will enable our children to develop higher levels of resilience.

To achieve this objective we plan to:

Offer a wide range of learning opportunities that support and develop positive mental health.

Use family learning sessions to support eg Parent Talk

Build good relationships with families and use signposting to agencies that can offer support – Family Liaison Officer

Continue to run parent learning events – Reading, Phonics, Maths

Use the pastoral team to continue to work on building relationships and engagement with parent/carers

ELSA Sessions

RAG Rating of children

Support with attendance and punctuality

Progress we are making towards achieving this objective:

Wellbeing of staff is a standing agenda item at Staff Meetings

ELSA is available through our three trained advisors,

Strong relationships with outside agencies have enabled the Family Liaison Offer and SLT to signpost children and families to support services.

Physical wellbeing is part of both the science and the PHSE curriculum. We encourage the Daily Mile and have a range of after school sports clubs that are available free of charge to vulnerable and disadvantaged pupils.