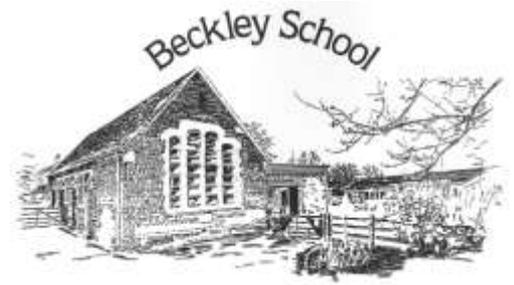


EQUALITY OBJECTIVES

Beckley C of E Primary School

2016 – 2019



Equality Objective One: *To raise the attainment of boys in the Year One phonics screening check to match that of girls.*

Why we have chosen this objective

- Last year, 40% of boys in Year One achieved the expected standard (compared to 77% nationally) in the annual phonics screening check
- At the same time, 89% of girls in Year One achieved the expected standard (compared to 84% nationally) in phonics
- The current Year One cohort consists of a large group of boys, many of whom are summer-born

To achieve this objective we plan to

- Review and continue to improve the way that phonics is taught and structured in the early years and in Key Stage One
- Specifically, phonics will be taught daily, in differentiated groups across classes so that every child is able to access the level of teaching that is appropriate to them, with intervention groups targeted at identified groups, including boys
- Review current phonics provision and the effectiveness of phonics teaching
- Best practice of phonics teaching is shared internally in the school
- Arrange for staff to visit external phonics lessons across the partnership
- Explore the teaching materials that are being used in phonics teaching
- Phonics activities will include fun and engaging multi-sensory learning games
- Investigate the resources used in phonics teaching
- Ensure that coverage of phonics teaching is clear and consistent
- Staff meetings will focus on raising the attainment of boys, with strategies to be trialled and embedded in practice
- Regular analysis of Phonics assessment information will be used to highlight boys who are, or are at risk of underachieving, giving us a platform to identify potential barriers to learning and put things in place to overcome these barriers
- Termly Pupil Progress Meetings will include the selection of strategies to improve the attainment in boys' phonics and target in-class, catch-up and targeted intervention sessions

How will we know we have achieved the objective?

- Girls' outcomes in phonics will remain high and boys' attainment will be close to or will have matched it at the end of Year One

Equality Objective Two: *To ensure that girls and boys are achieving equally well across the school.*

Why we have chosen this objective

- We continue to have more boys on role than girls, at 59% boys currently
- Performance data and participation in activities shows some divide along stereotypically gender-based lines. For example:
- Last year's Key Stage One data shows that girls outperformed boys in the areas of reading, writing and science, whilst boys marginally performed better than girls within mathematics
- The 2016 Key Stage two data shows that girls outperformed boys in the areas of reading, writing and in EGPS, whilst boys outperformed girls in the areas of mathematics and science
- It is evident that more boys are interested in sports than boys, whilst more boys than girls take part in activities such as singing

To achieve this objective we plan to

- Teaching staff and Governors to analyse specifically girls and boys progress and attainment data termly
- Seek training opportunities for staff on overcoming unconscious bias in their approach to, and expectation of, children of different genders
- Provide opportunities and encouragement for girls and boys to take full advantage of the wide range of activities and experiences that we offer in school, particularly those stereotypically seen as being for the opposite gender
- Staff meetings will focus on raising the attainment of boys in reading and writing and girls in maths and science, with strategies to be trialled and embedded in practice
- Provide year-long whole-class musical instrument tuition to every child in Year Four

How will we know we have achieved the objective?

- A reduction in the gender disparity of progress and attainment in the core subjects
- A greater number of boys in Year Four will be inspired to take up learning an instrument, following the externally-led year-long whole class music tuition
- A better balance of girls and boys in the after school clubs we offer

Equality Objective Three: *To improve the participation and engagement of parents, particularly those who traditionally have engaged less with school life.*

Why we have chosen this objective

- The annual parental survey indicated that improvements in parental participation and engagement could be made, with better communication between school, home and community
- Some parents engage with school, and their children's learning, more than others

To achieve this objective we plan to

- Publish a redesigned newsletter every two weeks throughout the school year
- Establish a system whereby an experienced teacher or Headteacher is on the gate daily
- Improve the website to be more engaging and interactive with clearer information
- Publish class timetables, topic overviews and curriculum letters to parents termly
- Hold termly open /coffee mornings for both parents and the local community
- Publish FOBS agendas / minutes using ParentMail to target families who have not engaged previously

How will we know we have achieved the objective?

- More information will be available on the website, offering a better understanding of Beckley school
- Parents and carers will have daily opportunities to engage with school staff
- There will be an improvement on the number of and content of the responses in our annual parent survey
- Parents will receive information about this valuable aspect of school more efficiently
- The attendance of children from previously less engaged families will be increased