

Hornton School  
Equality Policy Impact statement January 2018

The Warriner Multi Academy Trust'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 Hornton 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;***

- promoted positive views for different groups through planned assemblies, visiting speakers, classroom learning opportunities, etc.
- focused on values such as tolerance, trust, respect and understanding, recognising when these values are embodied in pupil behaviour through our rewards system.
- actively encouraged positive attitudes towards pupils and staff with the expectation that everyone treats others with dignity and respect.
- Reviewed our behaviour and anti-bullying policies and our SEND (Special Education Needs and Disability) policy and shared expectations with pupils.
- 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.
- Continued/established CAFs (Common Assessment Framework) and TACs (Team Around the Child), EHCPs (Education, Health and Care Plan) and individual health care plans to support pupils within school.
- Encouraged specific groups to participate in extra-curricular activities such as sports clubs, sporting events, and enrichment and challenge workshops
- Monitored attendance
- Worked closely with outside agencies to support pupils and families where appropriate.
- Ensured that staff members are appropriately trained to meet the needs of pupils.
- Developed personalized evacuation plans and risk assessments to ensure that all pupils can access trips, including our residential trip.
- 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.
- Encouraged positive working relationships between staff through collaborative working and staff 'events.'
- Ensured all staff members are aware of our Whistle Blowing policy and the other policies that relate to equality and equal opportunities.

This is how we've measured the impact;

- Consulted with parents.
- Monitored incidents of bullying.

This year at Hornton 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,
- Held termly pupil intervention meetings to identify and discuss strategies to meet the needs of children both in identified 'groups' i.e. SEN, PP (Pupil Premium) and also those who may be vulnerable for other reasons, and review impact.
- Ensured that all staff are aware of the needs of different pupils and appropriately trained to meet those needs.
- Put strategies in place to minimize gaps identified for all pupils, including;
  - personalised interventions,
  - additional adult support,
  - flexible timetabling,
  - targeted opportunities such as enrichment and challenge workshops, inclusion sports events.

**This is how we've measured the impact;**

Numbers are % of students achieving each set of end of year objectives as of July 2017

Blue – not taught

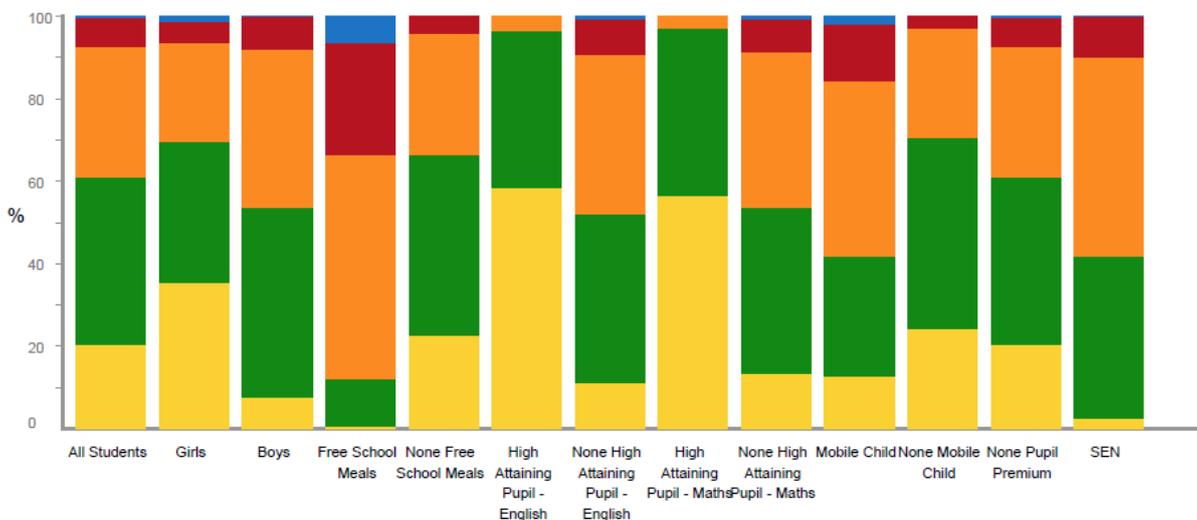
Red – taught but not understood

Orange – Working Towards the Expected Standard (WTS)

Green – Expected (EXS)

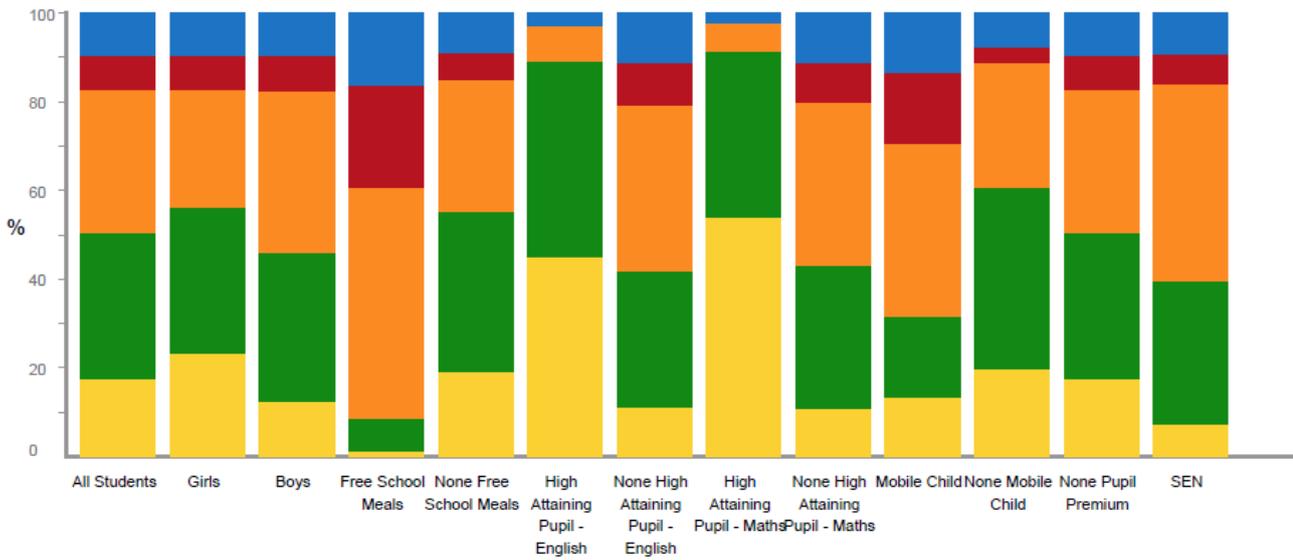
Yellow – Working at Greater Depth (GDS)

**English**



	All Students	Girls	Boys	Free School Meals	None Free School Meals	High Attaining Pupil - English	None High Attaining Pupil - English	High Attaining Pupil - Maths	None High Attaining Pupil - Maths	Mobile Child	None Mobile Child	None Pupil Premium	SEN
No.	3544	1618	1926	361	3183	696	2848	582	2962	1200	2344	3544	304
+	60.6	69.3	53.3	11.9	66.1	96.3	51.9	96.9	53.5	41.5	70.4	60.6	41.4
%	0.8	1.5	0.2	6.6	0.1		0.9		0.9	2.2	0.0	0.8	0.3
	6.8	5.1	8.3	27.1	4.5		8.5		8.1	13.8	3.2	6.8	9.9
	31.8	24.2	38.3	54.3	29.3	3.7	38.7	3.1	37.5	42.5	26.4	31.8	48.4
	40.5	34.0	45.9	11.6	43.7	38.1	41.0	40.5	40.4	29.1	46.3	40.5	39.1
	20.1	35.3	7.4	0.3	22.4	58.2	10.8	56.4	13.0	12.4	24.1	20.1	2.3

## Maths



No.	2986	1349	1637	300	2686	551	2435	458	2528	1036	1950	2986	259
+	50.3	55.9	45.6	8.3	55.0	88.9	41.5	91.0	42.9	31.2	60.4	50.3	39.4
%	10.0	10.0	10.0	16.7	9.3	3.1	11.6	2.6	11.4	13.6	8.1	10.0	9.7
%	7.7	7.4	7.9	23.0	6.0	0.2	9.4		9.1	16.1	3.2	7.7	6.6
%	32.0	26.7	36.4	52.0	29.8	7.8	37.5	6.3	36.7	39.1	28.3	32.0	44.4
%	33.1	32.8	33.4	7.3	36.0	44.3	30.6	37.3	32.4	18.2	41.0	33.1	32.4
%	17.1	23.1	12.3	1.0	19.0	44.6	10.9	53.7	10.5	12.9	19.4	17.1	6.9
	All Students	Girls	Boys	Free School Meals	None Free School Meals	High Attaining Pupil - English	None High Attaining Pupil - English	High Attaining Pupil - Maths	None High Attaining Pupil - Maths	Mobile Child	None Mobile Child	None Pupil Premium	SEN

The schools in the Warriner Multi Academy Trust 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.