



The Grove Junior School

Equality Objectives

Date approved by the Governing Body: January 2018

Date for review: May 2019

Headteacher: Maggie Clifford

Chair of Governors: Katharine Richardson

Held by: School Improvement Committee.

Equality Objectives

At The Grove Junior School we are committed to equality of progress and opportunity for all of our children. This commitment is underpinned by careful monitoring of progress and engagement of all children across the school and by a robust reviewing of impact, leading to school improvement.

Our objectives for 2017/2018 are:

1. To diminish the difference in attainment and progress of our disadvantaged children (children who are looked after or who receive pupil premium funding) against the non-disadvantaged children.

We aim to achieve this by:

- Working daily and systematically in all lessons to improve their progress with a clear understanding of the blocks to their learning and of what needs to be put in place to overcome this.
- Providing regular individual class intervention and support from TAs and teachers and
- Regular feedback designed to move their learning on quickly.
- Arranging termly meetings with families where appropriate to enhance family support and engagement and to improve attendance where necessary.
- Agreeing challenging targets in core subjects which are worked towards daily
- Monitoring children's involvement in our extra-curricular clubs and sports events in order to encourage, support and fund (where possible and where needed) their uptake of these activities.

2. To ensure that our children with English as an additional language make good progress and that we diminish any differences in progress or attainment for these children, against non-EAL children.

We aim to achieve this by:

- Continuing to develop our curriculum to celebrate our diversity of language and cultures.
- Continuing to develop a language – rich curriculum where children constantly explore the meaning and richness of vocabulary.
- Allocating TA support to our identified EAL children to further enhance their ability to access the curriculum.
- Ensure that families and children are further encouraged to engage with our school and access the wider curriculum.

3. To ensure the inclusivity of our school for our children with Special Educational Needs and Disabilities so that they make good progress and that we diminish the difference between their progress and non-SEND children.

We aim to achieve this by:

- Reviewing and updating the ease of accessibility of our building for all users.
- Our Inco and teachers meeting regularly with families to review and evaluate the needs of our children.

- Considering the effectiveness of our classroom environments particularly with regard to our children with ASD.
- Enabling staff to attend specific training to further their understanding
- Adapting the curriculum and differentiating where appropriate.
- Investing in well trained TAs

4. To work towards equality of attainment for boys and girls across the curriculum.

We aim to achieve this by:

- Developing further a curriculum which engages all children
- Providing catch-up and extra activities, interventions and clubs to support groups who are achieving less well.