



Windhill Primary School
Equality Objectives
September 2025 – September 2028

Approved by:	Governing Body
Date Approved:	To form part of Autumn Term meeting 2025
Date Reviewed:	
Date of next review:	

Objective 1: To monitor and analyse pupil achievement by race, gender, background and SEND and act on any trends or patterns that require additional support for pupils		
Why we have chosen this objective: <i>In 2024 outcomes at Key Stage Two, 44% of girls achieved the expected standard in reading, writing and maths compared to 64% of boys. 43% of our Pupil Premium children achieved the expected standard in comparison to 71% of non-Pupil Premium children. 0% of our SEND children met this standard.</i>		
To achieve this objective we plan to:	Success Criteria	Intended Impact <i>(to be reviewed annually)</i>
<ul style="list-style-type: none"> - Use summative and formative assessment to quickly identify children at risk of not meeting the expected standard in one or more subjects, and put in place support additional to quality first teaching (intervention, 1:1/ small group tuition) - Invest Pupil Premium funding in strategies to support pupil progress and attainment (see PP Statement: Pupil Premium Allocation Windhill Primary School) 	<p>Data analysis is broken down to include:</p> <ul style="list-style-type: none"> - Gender - Disability - Pupil premium - Race <p>School acts on any trends or patterns through interventions</p>	All pupils are given the opportunity to make progress

<ul style="list-style-type: none"> - Identify children on entry to Reception with low attainment in Communication and Language and provide early intervention to address early gaps 		
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Objective 2: To improve attendance for disadvantaged children so it is closer in line with the attendance of non-disadvantaged children and/ or the national average attendance figure

Why we have chosen this objective: *Attendance data shows that average attendance for Pupil Premium children is below the national average and that of their non PP peers. Research shows that poor attendance has an adverse effect on attainment and progress.*

To achieve this objective we plan to:	Success Criteria	Intended Impact <i>(to be reviewed annually)</i>
<ul style="list-style-type: none"> - Monthly analysis by Attendance Lead, shared with all Senior Leaders, with early targeted intervention identified - Friday Attendance Celebration Assembly - Review Attendance Policy to make it easier for parents/ carers to understand and follow 	<p>Overall attendance for our pupil premium children is in-line with national.</p> <p>Fewer PP children are identified as Persistent Absentees</p>	<p>Attendance improves to achieve 97% target</p>

Objective 3: To promote cultural understanding and awareness of different cultures and religious beliefs

Why we have chosen this objective: *With 91% of pupils who attend Windhill Primary School identifying as white British, most pupils are not exposed to cultural and religious differences in their day-to-day lives.*

To achieve this objective we plan to:	Success Criteria	Impact
<ul style="list-style-type: none"> - Actively promote tolerance and respect amongst all members of the community in order to prepare pupils to learn in a diverse society 	<p>Actively promote positive attitudes towards others and awareness of equality by seeking opportunities within the curriculum to promote diversity</p>	<p>Children treat others with respect and understand the impact of discrimination</p>

<ul style="list-style-type: none"> - Leaders will ensure the school’s curriculum allows pupils to learn and celebrate cultures from around the world - Teachers will plan opportunities for pupils to encounter and experience different cultures in their learning - Assemblies will be used to celebrate diversity and to promote different cultures - Any form of discriminatory behaviour in school will be logged and addressed in line with their school behaviour policy 	<p>British Values are promoted</p> <p>Explore issues of identify, equality, racism, rights and responsibility with the children through the curriculum and beyond</p> <p>Support events such as Pride, Black History Month and World Mental Health Day</p>	
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Objective 4: To ensure that children, staff and the wider Windhill Primary community are aware of the 9 Protected Characteristics and The Equality Act 2010, and ensure that any disadvantages suffered by people due to their protected characteristics are removed or minimised.

Why we have chosen this objective: *Although all staff actively promote and model inclusivity at all times, research shows that not everyone is aware of their statutory duty within The Equality Act 2010.*

To achieve this objective we plan to:	Success Criteria	Intended Impact <i>(to be reviewed annually)</i>
<ul style="list-style-type: none"> - Staff training to update knowledge and understanding around The Equality Act 2010 and 9 Protected Characteristic - Introduce The Equality Act and 9 Protected Characteristics to pupils through assemblies - Promote SMSC development through assemblies ad lessons with reference to equality and diversity 	<p>All staff are familiar with the principles of the Equality Act 2010 as well as the 9 Protected Characteristic</p> <p>Pupils have an age appropriate understanding of the Equality Act – they recognise the need for inclusivity and diversity in school</p> <p>Any form of discriminatory behaviour will be addressed</p>	<p>The school community to have an appropriate level of understanding of The Equality Act leading to pupils demonstrating tolerance and respect towards others.</p>

<ul style="list-style-type: none">- Through the school website and parent newsletter, share the strands of the Equality Act with parents/ carers		
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