**Equality at Welholme Academy**

**Welholme Academy pay due regard to the need to:**

* Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under The Equality Act 2010. This act protects people from discrimination in the workplace and the wider society.
* Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
* Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

**Protected characteristics are:**

Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation

**Welholme Academy will**

* Publish information which shows compliance with the PSED (Public Sector Equality Duty) https://www.equalityhumanrights.com/en/corporate-reporting/equality-and-diversity/public-sector-equality-duty
* Publish and follow an Equality Policy. This policy can be viewed on the school website www.welholmeprimary.com
* Publish at least one equality objective which is reviewed every 4 years.

**In order to meet the requirements to improve outcomes for all Welholme Academy has:**

* Analysed data for all groups and published this data
* Set an equality objective related to raising attainment in phonics for disadvantaged pupils
* Analysed and published the outcomes of the equality objective
* Set the next equality objective in relation to disadvantaged children in KS1 meeting ARE in reading (Age Related Expectations)
* Reviewed our Equality Policy
* Reviewed our library, reading corners and reading material to ensure it covers the protected characteristics.
* Ensure all children are given equal opportunity to access out of school visits, residential visits and after school clubs.
* Ensure all children have equal access to a broad and balanced curriculum.

**Equality Objective:**

**2012**

Year 1 all pupils - 33%, national – 58%

FSM – 24%, national – 44% Non FSM - 76%, national – 56%

Year 1 attainment was lower than national by 25%

FSM lower than national by 20%

Non FSM was higher than national by 20%

This data generated the objective for the next four years to have a focus on raising attainment of children on Free School Meals (FSM) and to narrow the gap between school and national attainment.

**2012 – 2013**

**To narrow the gap in phonics between children on Free School MealsA (FSM)and non Free School Meals in KS1.**

Year 1 all pupils - 66%, national – 69%

FSM - 56%, national – 56% Non FSM - 44%, national – 44%

Attainment in phonics by the end of Year 1 was slightly lower than national by 3%. However this is much lower than the gap last year which was 25%.

Attainment of children on FSM was higher than Non FSM by 12%

Attainment for both FSM and non FSM was the same as national.

**2013 – 2014**

**To narrow the gap in phonics between children on Free School Meals (FSM)and non Free School Meals in KS1.**

Year 1 all pupils - 77%, national – 74%

FSM - 52%, national – 58% Non FSM – 48%, national – 42%

Attainment in phonics by the end of Year 1 exceeded national by 3%, and was 11% higher than last year.

Attainment of children on FSM was higher than non FSM by 4%

Although children on FSM was 6% lower than national Non FSM achieved higher than national by 6%

**2014 – 2015**

**To narrow the gap in phonics between children on Free School Meals (FSM)and non Free School Meals in KS1.**

Year 1 all pupils - 92%, national - 77%

FSM – 90%, national - 65% Non FSM - 10%, national – 35%

Attainment in phonics by the end of Year 1 exceeded national by 15%.

Attainment of children on FSM exceeded national by 25%.

Attainment of non-FSM children was 25% lower than national.

**2015 - 2016**

**To narrow the gap in phonics between children on Free School Meals (FSM)and non Free School Meals in KS1.**

Year 1 all pupils – 81%, national - 81%

FSM – 85%, national – 69% Non - FSM - 15%, national - 31%

Attainment in phonics by the end of Year 1 was equal to national average. There are 3 children in this year group who have very complex needs including one child with an Education Health Care Plan. One of these children had no previous nursery or pre-school provision.

Attainment of children on FSM exceeded national by 16%.

Children not on FSM attained lower than national by 16%

Whilst we are closing the gap between children entitled to FSM (therefore entitled to Pupil Premium funding), and those not entitled to FSM we now need to ensure children who are not entitled to FSM attain in line with national attainment.

The raised attainment in phonics is a result of:

* Introduction of the Read Write Inc programme throughout school in small groups
* Extensive staff CPD and continuing development days in literacy and RWI.
* Daily implementation of a consistent, rigorous programme
* Opportunities for extension for more able and for one to one intervention for children who need to catch up. Gaps identified in KS2 and filled.
* Increased involvement by the parents to support their child at home.
* Resources given out to practice at home.
* Review of class reading corners and reading materials
* Appointment of reading leader

**2016 – 2017 target for the coming year:**

**To increase the number of pupils who achieve Age Related Expectations (ARE) in reading by the end of Key Stage One who are eligible for FSM in the last 6 years.**

This objective was generated after analysis of end of Key Stage One 2016 data.

**Reading (national – 74% total)**

National FSM meeting ARE in reading - 60%

Welholme - 31 pupils were eligible for FSM

Welholme: all pupils – 59% FSM reading ARE - 55% other pupils – 62%

Pupil Premium - GDS - 10% Expected - 45% below - 45%

The percentage of children entitled to FSM who met ARE was 5% lower than National, we aim to meet national standards in reading.

The gap between FSM and all pupils in school is 4%. We aim to narrow this gap.

For information about how this is going to be achieved please refer to our Academy Improvement Plan which is available on the school website [www.welholmeprimary.com](http://www.welholmeprimary.com)