

Objective 1

<b>Equality Objective</b>	To embed the importance of good attendance within the culture of the whole school community to secure equality of opportunity for pupil engagement, attainment and progress
<b>Why</b>	Post Covid whole school attendance fell significantly which, if allowed to continue, will impact on pupil's ability to make progress.
<b>How</b>	Communicate openly and honestly with staff, parents and pupils about expectations of school life and attendance. Termly attendance monitoring, concern letters, meetings with parents and if necessary, fines. The use of positive rewards, promotion in The Hillesley Spirit newsletter will give recognition to pupils with good attendance. Certificates awarded to pupils with good attendance.
<b>Outcome</b>	Whole school attendance reaches above school target of 95%.

Objective 2

<b>Equality Objective</b>	To increase understanding of equality, diversity and inclusion by the whole school community.
<b>Why</b>	As Hillesley is a small, rural community which lacks diversity, there is a need to educate the school community thereby developing greater understanding, tolerance and empathy in relation to the diversity, inclusion and the also the needs of neuro-diverse pupils.
<b>How</b>	RE Lead to explore opportunities for pupils to take part in activities which promote equality, diversity & inclusion. CPD for teaching staff to improve their knowledge and understanding of how to remove potential barriers and maximise progress for SEND pupils. Inviting/visiting people from diverse backgrounds and faiths to increase understanding and empathy for others. Purchase of children's books specifically for teaching equality, diversity and inclusion. Parents will be informed about the children's learning in relation to the school Core Values via displays, the Hillesley Spirit newsletter and parents' evenings.
<b>Outcome</b>	The whole school community, including staff, pupils and parents show respect and understanding to others.

### Objective 3

<b>Equality Objective</b>	To ensure that disadvantaged pupils have equal opportunities and access to a broad and balanced curriculum so that all reach their full potential.
<b>Why</b>	To ensure effective use and monitoring of our Pupil Premium grant is achieved.
<b>How</b>	Disadvantaged pupils will be invited to attend Breakfast and all daily, After-school Clubs free of charge. Closely monitor spending of Pupil Premium grant. Head teacher to review outcomes of disadvantaged pupils and report impact of Pupil Premium spending to Governing Body. Pupil voice.
<b>Outcome</b>	All pupils will achieve equal opportunities and access to the school/extended curriculum.

### Evaluating Impact

We will engage with our school community to ensure the objectives identified are the most appropriate given the needs of the school at the current time. The Governing Body's Wellbeing Committee will monitor progress on all Equality Objectives on a yearly basis.