

Hoyland Springwood Primary School
Equality Objectives 2018 - 2022

Objective 1	To further develop the accessibility of information relating to school life for parents with difficulties accessing written language (e.g. parents with EAL, SpLD etc.)		
Actions	Who	Obstacles/Potential Issues	Evaluation
Speak to parents/carers with additional needs e.g. EAL, SpLD to further clarify issues faced and identify possible ways to make information more accessible.	SENCO PSA	Identifying parents with these needs in order to consult them.	
Identify and agree a range of accessible formats to be available to parents/carers on request and publicise to parents. Ensure that language used in school publications is as straight forward as possible.	Head Admin PSA	- Input from Parents' Group & identified parents with additional needs - Input from office staff Potential cost of providing different formats Staff time to prepare alternative formats	
Encourage parents with difficulties accessing written English to make themselves known to school so that support could be provided e.g parents signing up for SchoolComms so that they can use text to speech software	Head Admin PSA	Reluctance of parents to approach school about this	

Objective 2	To further develop opportunities for children to engage with people from different ethnic/religious/cultural backgrounds in order to raise children's awareness of the multi-cultural world in which they live.		
Actions	Who	Obstacles/Potential Issues	Evaluation
Plan & lead an Annual Interfaith/Cultural Week to raise children's awareness of different religions/cultures and look at ways of engaging parents in this.	RE Curriculum Leader with support from other staff	Cost implications	
Develop links with a school in a contrasting locality in the UK.	Deputy	Relies on willingness of partner school to engage	
Develop links with a school, or schools, internationally to provide children with an opportunity to engage with children from other cultures.	Head with support from other staff	Relies on willingness of partner school(s) to engage	

Objective 3	To raise aspirations among children and parents and raise awareness of a career options for all children, challenging gender stereotypes.		
Actions	Who	Obstacles/Potential Issues	Evaluation
Plan and lead a series of assemblies focusing on aspiration.	Head	None identified	
Plan and deliver a series of Circle Time sessions focusing on aspirations and the future.	Class Teachers	Class teachers may need support to identify appropriate resources	
Work with the local community including Kirk Balk, Barnsley College & HEIs (as far as possible,) to plan a 'Careers' Day for KS2 pupils'. Invite adults with a variety of jobs to attend and share information about their careers with the children.	Head and Deputy	Requires support from Barnsley College and local community organisations	
Arrange for Y6 pupils to visit Barnsley College or other settings for a taster session so that they can start to consider the possible paths that are available. Investigate the possibility of engaging with a local HEI to look at HE options	Head and Deputy	Requires support from Barnsley College	
Consider ways to encourage parents to be aspirational for their children and to encourage their children's aspirations.	All staff		

Objective 4	To raise standards for disadvantaged pupils to ensure that they achieve as highly as no disadvantaged or as disadvantaged do nationally		
Actions	Who	Obstacles/Potential Issues	Evaluation
Audit current provision for teaching and learning, assessment, record keeping and support at home, completed through questionnaires and monitoring of planning/lessons	Leadership Team	Time needed to carry out audit	
Areas for improvement identified through the audit to be addressed through the setting up of in-house and external training and provision of additional resources as required.	Leadership Team	Where disadvantaged children also have a special education need as the will be further barriers to learningT	
Identified teaching areas requiring improvement to be addressed through INSET/CPD	Leadership Team	Time to embed CPD to ensure maximum attainment and progress	
Sharing of best practice within and across both schools i.e. class, group and individual activities (observed by other practitioners as required.)	All staff		
Raise profile of writing amongst parents & carers through various school media e.g. pupil / parent workshops, newsletters, website and blogs to share best practice in writing. Parents to work with their child(ren) on	All staff	Engaging parents in school events and ensuring maximum attendance from parents	

writing projects and activities set up by school.			
ICT to be used effectively to engage and stimulate all children (especially the boys) as an effective lead into writing; visualisers, iPads, blogs, websites, challenges	Rachel Parker Liam Petitt	Money to purchase al the necessary equipment	