

Morningside Equality Objectives 2020-2023

Equality objective 1: To narrow the gap between vulnerable groups of pupils and other pupils in access to homework support, and in this way to reduce or remove inequalities in attainment, particularly inequalities relating to the protected characteristics listed in the Equality Act

Why we have chosen this objective:

During the first lockdown in March 2020 we noted that a significant number of vulnerable and disadvantaged pupils did not engage with remote learning.

To achieve this objective we plan to:

- Analyse data to see where attainment gaps exist
- Support families with remote learning where necessary (e.g. devices)
- Ensure that our homework offer is suited to all pupils
- Support parents and carers by sharing ideas and offering support with home learning

Progress we are making towards achieving this objective:

Homework clubs on Tuesday and Wednesday for invited pupils only and targeted tutoring funded by the National Tutoring Programme (NTP) were successful in 2021-22. Morningside children performed better than the national average in all phases of the school. Tailored support for vulnerable pupils and those who are disadvantaged is now embedded. Homework clubs were successful and well attended. This provision is led by the Inclusion DHT and supported by the Pastoral team.

Equality objective 2: To increase awareness and understanding of gender equality in all areas of school life

Why we have chosen this objective:

Gender gaps in attainment, particularly in writing

Curriculum provision to be gender neutral with careful thought given to the selection of tasks and resources

To achieve this objective we plan to:

- To train staff in the use of gender neutral language
- To narrow the gap between boys' and girls' attainment, particularly in writing-by the end of 2020-21 school year, the % of boys achieving the expected standard in writing will be increased to
- To review curriculum resources and replace/purchase where necessary
- Pupil data to be evaluated to ensure boys are achieving and attaining in line with girls (where this is not the case, interventions are to be put in place)

Progress we are making towards achieving this objective:

All staff have had training in unconscious bias.

Y6 pupils took part in information sessions exploring their understanding of gender equality and unconscious bias. We have bought into the Jigsaw online PHSE curriculum and all staff have had training. This includes units on celebrating difference and all children have completed work on respect for our similarities and differences. Our work in class and in assemblies on "being me in my world" has supported children in understanding the importance of building positive relationships with everyone at the school, in our lives and in the wider community.

Equality objective 3: To promote positive mental health and wellbeing

Why we have chosen this objective:

Excellent teaching and learning opportunities, strong pastoral provision and good links with families will enable our children to develop higher levels of resilience.

To achieve this objective we plan to:

Offer a wide range of learning opportunities that support and develop positive mental health

Use family learning sessions to support

Build good relationships with families and use signposting to agencies that can offer support

Continue to run parent learning events

Use the pastoral team to continue to work on building relationships and engagement with parent/carers

Progress we are making towards achieving this objective:

WAHMs project has been brought in to support pupils and families. Wellbeing of staff is a standing agenda item in all phases. Free counselling sessions are available to all staff weekly. ELSA is run daily and pupil feedback from the project is excellent. Strong relationships with outside agencies have enabled the Inclusion and Pastoral teams to signpost children and families to support services.

Physical wellbeing is part of both the science and the PHSE curriculum. We encourage the Daily Mile and have a range of after school sports clubs that are available free of charge to vulnerable and disadvantaged pupils.