

## School name: Grampian Primary Academy

This document sets out equality information and objectives in relation to students and should be read in conjunction with the Anthem Whole-School Equality Policy.

Links to other policies:

- Behaviour Policy
- Anti-bullying Policy

## Equality objectives

*(to be reviewed every four years)*

**Date objectives set:** September 2022

**Objectives review date:** September 2026

### Objectives:

- To reduce the GAP in attainment between boys and girls (SAT results for primaries and GCSE results for secondaries)
- To reduce the GAP in attendance between non-disadvantaged and disadvantaged students
- To reduce the GAP in exclusions between SEND and non-SEND students

## Objectives – actions taken and progress

*(to be reviewed annually)*

Objective 1	Actions for academic year 2022 – 2023 <i>(including data)</i>	Data & progress September 2023	Data & progress September 2024	Data & progress September 2025	Data & progress September 2026
To reduce the GAP in attainment	Leaders will regularly interrogate data and other evidence on	53% of boys achieved EXS in reading.			

between boys and girls	performance, participation and pupils' experiences, and use that to enact changes to the curriculum and provision to maximise the learning potential of all pupils.	71% of girls achieved EXS in reading. 47% of boys achieved EXS in writing. 71% of girls achieved EXS in writing. 67% of boys achieved EXS in maths. 50% of girls achieved EXS in maths. 40% of boys achieved combined. 50% of girls achieved combined.			
<b>Objective 2</b>	<b>Actions for academic year 2022 – 2023</b> <i>(including data)</i>	<b>Data &amp; progress</b> <b>September 2023</b>	<b>Data &amp; progress</b> <b>September 2024</b>	<b>Data &amp; progress</b> <b>September 2025</b>	<b>Data &amp; progress</b> <b>September 2026</b>
To reduce the GAP in attendance between non-disadvantaged and disadvantaged students	Leaders will consult with pupils, staff and parents in relation to barrier to attendance, and respond in order to improve participation and access to school. Leaders will produce an attendance and pupil premium strategy in relation to their setting,	The attendance for all pupils last academic year was 93.3%. The attendance for FSM pupils last academic year was 92.9%. The current difference is -0.4%.			

	and implement accordingly. Leaders will continue to implement the Anthem attendance policy with fidelity and rigour.				
<b>Objective 3</b>	<b>Actions for academic year 2022 – 2023</b> <i>(including data)</i>	<b>Data &amp; progress</b> <b>September 2023</b>	<b>Data &amp; progress</b> <b>September 2024</b>	<b>Data &amp; progress</b> <b>September 2025</b>	<b>Data &amp; progress</b> <b>September 2026</b>
To reduce the GAP in exclusions between SEND and non-SEND students	Leaders will regularly interrogate data and other evidence on the use of suspensions and exclusions by pupil groups. Leaders will ensure that all reasonable adjustments are well implemented, reviewed regularly. Leaders will ensure all staff are well trained in managing pupils with SEND, and managing pupil behaviour.	During this academic year there were 3 suspensions. . These suspensions were for two students in total – one girl and one boy. 1 /3 suspensions were from the SEN group. 1 of these students was a disadvantaged student.			

*Objectives are set up for a four-year period and statistical data is published annually. The information contained on this form is reviewed on an annual basis by the Headteacher and the Anthem Associate Director of Education.*