

St Monica Primary 2026 - 2027

Equality Objectives:

Published Equality Objectives Under Regulation 5 of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017/353, the Proprietor of an Academy has a statutory duty to prepare and publish one or more objectives it thinks it should achieve to meet the general equality duty (as defined at paragraph 7 above. These objectives must be specific and measurable and reviewed and updated as a minimum every four years (although we recommend that these are reviewed more frequently and at least annually to ensure that they reflect the developments within society / Academy community. More guidance is available via this link [here](#).

The objectives must set out how the Academy will:

- (i) eliminate discrimination and other conduct that is prohibited by the Equality Act 2010;
- (ii) advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- (iii) foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it

The objectives must be:

- clearly defined and measurable against progress.
- The objectives must aim to improve outcomes for pupils with different protected characteristics. Outcomes may be measured in a number of different ways, e.g. through reviewing the number of incidents recorded on the behaviour system, to regularly consulting with pupils in a particular year group about their experiences to provide more qualitative data.
- Identify key issues or trends that are identified by the academy or anticipate changes in local circumstances.

St Monica Primary School Equality Objectives are:

- 1 Attainment (based on KS2 SATs 2026)
 - Reduce the gap between girls' and boys' attainment in reading currently: Boys 66% / girls 71%
 - Reduce the gap between girls' and boys' attainment in writing currently: Boys 69% / girls 74%
 - Reduce the gap between boys' and girls' attainment in maths currently: Boys 79% / girls 60%
 - Reduce the gap between boys' and girls' attainment in combined currently: Boys 60% / girls 52%

The school has taken the following steps to meet the objective:

- Rigorous pupil progress led by SLT - Analysis of data & target children identified and tracked
- All CPD is linked to the quality of teaching & learning
- Teacher training in reading & maths to ensure quality Intervention groups in reading, writing & maths
- Trust training for SLT (DEIB – Diversity, Equality, Inclusion & Relationships) and further training with key members of teaching and support staff to disseminate – Teacher and HLTA leading
- Research driven Disadvantaged Strategy

2 Ensure disadvantaged pupils have full access to wider school to ensure best possible outcomes for all children

The school has taken the following steps to meet the objective:

- Provide free clubs for disadvantaged children where possible
- Provide free access to music tuition for KS2 children in Y4 where possible
- Ensure disadvantaged children have access to school clubs, trips, swimming & residential

The school is able to demonstrate progress towards meeting these objectives through the following evidence:

- Attainment & Progress scores at the end of KS2 will show gaps are closing between boys and girls and disadvantaged children v non disadvantaged children
- Data of clubs will show disadvantaged children attending - Disadvantaged children will attend trips & if request to attend residential