

This document sets out equality information and objectives in relation to students and should be read in conjunction with the School Equality Policy, which is available on the school website.

## Normanton Junior Academy Equality Objectives

Date objectives set: May 2022

Objectives review date: September 2025

1. To reduce the gap in reading attainment between boys at Normanton Junior Academy and girls nationally
2. To reduce the gap in attendance between disadvantaged pupils at Normanton Junior Academy and non-disadvantaged pupils nationally
3. To reduce the number of suspensions for EHCP pupils

### Objectives – actions taken and progress (to be reviewed annually by the Academy Standards Committee)

Objective 1	Actions for academic year 2022 – 2023 (including data)	Data & progress September 2022	Data & progress September 2023	Data & progress September 2024	Data & progress September 2025
To reduce the gap in reading attainment between boys at Normanton Junior Academy and girls nationally	<ul style="list-style-type: none"> <li>Leaders will regularly interrogate data and other evidence on performance, participation and pupils' experiences, and use that to enact changes to the curriculum and provision to maximise the learning potential of all pupils.</li> </ul>	Progress Boys NJA: -3.20 Progress Girls nat: 0.86 <b>Gap: 4.06</b> <i>Improvement from 2018-2019 of 2.50</i>  Att Boys Exp +: 68% Att Girls Exp +: 80% <b>Gap: 12%</b> <i>Improvement from 2018-2019 of 5%</i>  Att Boys GDS: 13% Att Girls GDS: 33% <b>Gap: 20%</b> <i>Increased from 2018-2019 of 2%</i>			



Objective 2	Actions for academic year 2022 – 2023 (including data)	Data & progress September 2022	Data & progress September 2023	Data & progress September 2024	Data & progress September 2025
To reduce the gap in attendance between disadvantaged pupils at Normanton Junior Academy and non-disadvantaged pupils nationally	<ul style="list-style-type: none"> <li>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.</li> <li>Leaders will produce an attendance and pupil premium strategy in relation to their setting, and implement accordingly.</li> <li>Leaders will continue to implement the Waterton attendance policy with fidelity and rigour.</li> </ul>	Dis: 91.6% Nat dis: 89.5% Nat non-dis: 95.7% <b>Gap: 4.1%</b> <i>Improvement from 2020-2021 of 1.0%</i>  Dis PA: 27.2% Nat dis PA: 35.3% Nat non-dis PA: 17.9% <b>Gap: 9.3%</b> <i>Improvement from 2020-2021 of 8.6%</i>			
Objective 3	Actions for academic year 2022 – 2023 (including data)	Data & progress September 2022	Data & progress September 2023	Data & progress September 2024	Data & progress September 2025
To reduce the number of suspensions for EHCP pupils	<ul style="list-style-type: none"> <li>Leaders will regularly interrogate data and other evidence on the use of suspensions and exclusions by pupil groups.</li> <li>Leaders will ensure that all reasonable adjustments are well implemented, reviewed regularly.</li> <li>Leaders will ensure all staff are well trained in managing pupils with EHCPs, including all types of SEND, and managing pupil behaviour.</li> </ul>	Number of suspensions: 63.64% Nat number of suspensions: 16.88% <b>Gap: 46.76%</b> <i>Improvement from 2020-2021 of 157.75%</i>  Number of pupils with one or more suspensions: 27.27% (3 pupils) Nat number of pupils with one or more suspensions: 6.68% <b>Gap: 20.95%</b> <i>Improvement from 2020-2021 of 34.27%</i>			

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.