

The Shevington Federation

Millbrook Primary School

Equality Objectives



The Shevington Federation

Approved by Governors Summer 2023

Review Summer 2026

Equality Objectives (2025-2026)

Millbrook Primary School

Our Commitment

At Millbrook Primary we are committed to promoting equality of opportunity for all pupils, staff and members of our community.

These objectives are set in line with the Equality Act 2010 and are informed by analysis of our Inspection Data Summary Report (IDSR), including attendance, attainment and progress data for different pupil groups.

We review progress annually and update these objectives following published data and as the IDSR is new and covers all areas it makes sense to use it.

Our School Context

Analysis of our IDSR highlights:

- ⊘ **Differences in attendance and persistent absence between pupil groups, including disadvantaged pupils and those with SEND ¹**
- ⊘ **Variations in attainment and progress between disadvantaged and non-disadvantaged pupils ²**
- ⊘ **Differences in outcomes across prior attainment groups ³**
- ⊘ **Small cohort sizes, meaning individual pupils and vulnerable groups require targeted support**

These factors inform the equality objectives below.

Our Equality Objectives

Objective 1: Improve attendance and reduce persistent absence

To improve attendance and reduce persistent absence, particularly for disadvantaged pupils and pupils with SEND.

Key actions:

- ⊘ Early identification of attendance concerns- Pastoral Lead role
- ⊘ Targeted pastoral and family support- Pastoral Lead
- ⊘ Regular monitoring and rapid follow-up- Pastoral Lead role

Success criteria:

- € Year-on-year improvement in overall attendance
- € Significant reduction in persistent absence
- € Narrowing of gaps between vulnerable groups and their peers

Objective 2: Narrow attainment gaps

To reduce gaps in attainment and progress between disadvantaged pupils and their peers across reading, writing and mathematics.

Key actions:

- € High-quality teaching and adaptive practice based on research
- € Structured intervention programmes such as SoundsWrite and Bucket Therapy
- € Regular pupil progress reviews termly

Success criteria:

- € Improved outcomes for disadvantaged pupils
- € Reduced attainment gaps at all key assessment points
- € Increased proportion achieving expected and higher standards

Objective 3: Strengthen outcomes for pupils with SEND

To ensure pupils with SEND make strong progress from their starting points and access the full breadth of the curriculum.

Key actions:

- € Quality-first teaching with effective adaptation based on the GOAIP
- € Clear and regularly reviewed provision mapping via EP and SENDCO
- € Staff training to meet a range of needs- prioritisation in the school budget – eg TA training

Success criteria:

- € Increased proportion of SEND pupils making expected or better progress
- € Improved attendance for SEND pupils
- € Positive pupil and parent feedback on inclusion

Objective 4: Improve outcomes for vulnerable and small cohorts

To ensure pupils in small cohorts and vulnerable groups achieve consistently strong outcomes.

Our data is suppressed due to identification of pupils as numbers are small so we can identify and target.

Key actions:

- € Individualised tracking and support using B Squared. Motional and Welcomm
- € Case study monitoring of targeted pupils
- € Responsive intervention based on need- Pastoral Lead available

Success criteria:

- € No group significantly underperforming
- € Clear evidence of impact for targeted pupils
- € Leaders able to articulate precise support strategies
- €

Objective 5: Ensure progress is equal across prior attainment groups

To ensure pupils from all starting points make strong progress and achieve well.

See out tracking charts from GLD.

Key actions:

- € Targeted support for lower attainers
- € Close monitoring of progress by prior attainment

Success criteria:

- € Progress is strong across all prior attainment groups
- € Reduced variation in outcomes between groups
- € Increased number of pupils achieving higher standards

Monitoring and Review

The impact of these objectives will be monitored through:

- € Termly analysis of attendance and attainment data
- € Monitoring of vulnerable groups
- € Pupil, parent and staff voice
- € Review by senior leaders and governors

Progress will be published as part of Wigan's Profiles and fed back to Governors via data briefings at The Curriculum and Teaching Committee.

Review of success criteria: Autumn 2026.