



Hope Federation  
Enabling our children to flourish  
through the field of life



Diocese of Norwich  
Education and  
Academies Trust

# Academy Equality Impact Statement

## **RATIONALE: Education Brief**

Hope Federation provides the “opportunity for all to achieve their very best, regardless of their race, religion, gender, abilities, social background or any other personal characteristic”.

Each academy takes its commitment to eliminating discrimination seriously; the annual Equalities Impact Statement is part of our duty to promote Equality.

## **Brisley Data for end of 2018-19:**

### **Pupil Premium**

12 children identified in Y1-6 at the end of the academic year, 3 further pupils left the academy before October 2018, of these 67% made expected or better progress in RWM. Progress –Average VA is +0.06

### **SEND**

11 children identified in Yr1-6, 1 further pupil left before October 2018, of these 67% made expected or better progress in RWM.  
Progress –Average VA is +0.13.

## **Rudham Data for end of 2018-19:**

### **Pupil Premium**

26 children identified in Y1-6 of these 79% made expected or better progress in RWM. Progress –Average VA is +0.05.

### **SEND**

21 children identified in Yr1-6 of these 90% made expected or better progress in RWM.

Progress –Average VA is +0.13.

## **Weasenham Data for end of 2018-19:**

### **Pupil Premium**

11 children identified in Y1-6, of these 90% made expected or better progress in RWM. Progress –Average VA is +0.07

### **SEND**

10 children identified in Yr1-6, of these 90% made expected or better progress in RWM.

Progress –Average VA is +0.08.

## **The Academies Single Change Plans priorities to improvement:**

2019-20

<b>Brisley</b>	<b>Rudham</b>	<b>Weasenham</b>
<b>PRIORITY 1: To raise the attainment level in Greater Depth across Reading, Writing and Mathematics</b>	<b>PRIORITY 1: To raise the attainment level in Greater Depth across Reading, Writing and Mathematics</b>	<b>PRIORITY 1: To raise the attainment level in Greater Depth across Reading, Writing and Mathematics</b>
<b>Objectives: - To ensure that attainment at the expected standard in reading, writing</b>	<b>Objectives: - To ensure that attainment at the expected standard in reading, writing</b>	<b>Objectives: - To ensure that attainment at the expected standard in reading, writing</b>

<p>and mathematics is in line with National Averages</p> <p>To enable children to have more opportunities to experience language rich environments</p> <p>To increase the % of children gaining GDS in reading, writing and mathematics</p>	<p>and mathematics is in line with National Averages</p> <p>To enable children to have more opportunities to experience language rich environments</p> <p>To increase the % of children gaining GDS in reading, writing and mathematics</p>	<p>and mathematics is in line with National Averages</p> <p>To enable children to have more opportunities to experience language rich environments</p> <p>To increase the % of children gaining GDS in reading, writing and mathematics</p>
<p><b>PRIORITY 2: To establish engaging learning environments throughout the academy</b></p> <p>Objectives: - To ensure that all non-negotiable lists are followed</p> <p>To enable children to have an input into their classroom displays</p> <p>To ensure that working walls are used to their full potential and kept up to date.</p>	<p><b>PRIORITY 2: Reading in KS2</b></p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>-To ensure that attainment in reading in KS2 is in line with National Average</li> <li>-To increase the percentage of children reaching GDS in reading</li> <li>-To develop children’s inference skills through focused individual and guided reading sessions</li> <li>-To raise the profile of reading and develop children’s love of reading</li> </ul>	<p><b>PRIORITY 2: To ensure that there is enough challenge within the core and foundation subjects.</b></p> <p>Objectives: - To assess the level of challenge within core and foundation subjects</p> <p>To discuss with children how they feel that they are challenged through the wider curriculum</p>
<p><b>PRIORITY 3: to ensure that the academy’s curriculum demonstrates progression across year groups</b></p> <p>Objectives: - to create progression maps/documents for each foundation subject for each year group</p> <p>To ensure that floorbooks demonstrate the wider curriculum</p> <p>To capture pupil voice on topics</p> <p>To ensure that pupils are able to talk confidently about their learning and use correct subject specific vocabulary linked to these.</p>	<p><b>PRIORITY 3: Phonics in Yr 1 – increase % gaining expected standard (Story Time phonics)</b></p> <p>Objectives: - To implement and embed StoryTime Phonics.</p> <p>To increase the percentage of children passing the Phonics Screening Check.</p> <p>To have 80% of children in each academy pass the Phonics Screening Check.</p>	<p><b>PRIORITY 3: Phonics in Yr 1 – increase % gaining expected standard (Story Time phonics)</b></p> <p>Objectives: - To implement and embed StoryTime Phonics.</p> <p>To increase the percentage of children passing the Phonics Screening Check.</p> <p>To have 80% of children in each academy pass the Phonics Screening Check.</p>

<p><b>PRIORITY 4: To embed the academy vision to ensure that all stakeholders are aware of this and are able to articulate this freely</b></p> <p><b>Objectives: - To ensure that all stakeholders understand the academy vision</b></p> <p style="padding-left: 40px;">To hold a parent café with a focus on the academy vision and the importance of this</p> <p style="padding-left: 40px;">To ensure that Collective Worship relates back to the vision and the impact on the lives of our children</p>	<p><b>PRIORITY 4: to ensure that the academy's curriculum demonstrates progression across year groups</b></p> <p><b>Objectives: - to create progression maps/documents for each foundation subject for each year group</b></p> <p style="padding-left: 40px;">To ensure that floorbooks demonstrate the wider curriculum</p> <p style="padding-left: 40px;">To capture pupil voice on topics</p> <p style="padding-left: 40px;">To ensure that pupils are able to talk confidently about their learning and use correct subject specific vocabulary linked to these.</p>	<p><b>PRIORITY 4: to ensure that the academy's curriculum demonstrates progression across year groups</b></p> <p><b>Objectives: - to create progression maps/documents for each foundation subject for each year group</b></p> <p style="padding-left: 40px;">To ensure that floorbooks demonstrate the wider curriculum</p> <p style="padding-left: 40px;">To capture pupil voice on topics</p> <p style="padding-left: 40px;">To ensure that pupils are able to talk confidently about their learning and use correct subject specific vocabulary linked to these.</p>
	<p><b>PRIORITY 5: To embed the academy vision to ensure that all stakeholders are aware of this and are able to articulate this freely</b></p> <p><b>Objectives: - To ensure that all stakeholders understand the academy vision</b></p> <p style="padding-left: 40px;">To hold a parent café with a focus on the academy vision and the importance of this</p> <p style="padding-left: 40px;">To ensure that Collective Worship relates back to the vision and the impact on the lives of our children</p>	<p><b>PRIORITY 5: To embed the academy vision to ensure that all stakeholders are aware of this and are able to articulate this freely</b></p> <p><b>Objectives: - To ensure that all stakeholders understand the academy vision</b></p> <p style="padding-left: 40px;">To hold a parent café with a focus on the academy vision and the importance of this</p> <p style="padding-left: 40px;">To ensure that Collective Worship relates back to the vision and the impact on the lives of our children</p>