

## Equality Objectives and Action Plan 2017 – 2018

### Equality Objectives

- Ensure that gender is not a barrier to learning or accessing the curriculum
- Improve the attainment of pupils with EAL in Literacy, particularly in reading
- Provide appropriate support in a nurturing environment for children unable to manage in the classroom environment
- PSHE and Sex and Relationship education and RE provides explicit and implicit information to promote and celebrate diversity

Equality Objective	Protected Characteristics	Actions	Responsibility	Review Date	Success Criteria	Impact/Outcomes
Ensure that gender is not a barrier to learning or accessing the curriculum	Gender	Monitor attainment data to ensure that there is no gender bias	HC/NW	At termly PPI meetings	Where there is evidence of gender bias in attainment the reasons are identified and strategies are put in place to address this	
		Review sports and other extra-curricular opportunities to ensure equality of access	KM	Termly	There are no extra-curricular opportunities that are not open to both boys and girls	
		Seek pupil opinion through surveys or group discussions	HC/JB	Annually	Surveys or discussions identify pupil views and if appropriate strategies are in place to address concerns	

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Improve the attainment of pupils with EAL in Literacy particularly in reading	Ethnicity and Race	Analyse the attainment data for EAL pupils and identify those who have a gap compared to EAL children Nationally  Identify the specific needs of individual children and put interventions or support in place	HC/NW and class teacher	At termly PPI meetings	Identified children have appropriate support in place.  At PPIs it is clear to see progress being made.	
Provide appropriate support in a nurturing environment for children unable to manage in the classroom environment	Disability SEND	The nurture group supports children who cannot access learning in the classroom	NW	In place with daily morning provision	Children are enabled to have positive interactions within the school setting  It is possible to prevent exclusions for children unable to self-regulate their emotional responses	
PSHE and Sex and Relationship education and RE provides explicit and implicit information to promote and celebrate diversity	All Characteristics	The scheme of work for S&R education is analysed for its impact on the teaching of equality and celebration of diversity  Weekly assemblies promote equality and diversity	JB  HC	Annual review Summer 2018  Feedback from staff and children	The S&R scheme of work has clear teaching points that support the school's work on diversity  The assemblies set the culture and ethos of the school as inclusive and tolerant	