

## Equalities Action Plan June 2018-19

<b>Equality Objectives</b>	<b>Protected Characteristic</b>	<b>General Duty</b>	<b>Responsibility</b>	<b>Action</b>	<b>Measurable success Indicator</b>	<b>Timing</b>	<b>Review date</b>
To narrow the gap in performance of Disadvantaged pupils, including those with SEND in reading	Disability inc SEN, EAL, ethnicity or race	Advance equality of opportunity	Class teachers- Deputy and Headteacher Monitored by P&C committee	Year group provision maps written termly to identify intervention support for those identified at wave 2 and wave 3. Reviewed half termly for impact.	Progress of disadvantaged groups is equal to or better than expected (ie 3 sub-levels of progress).	from November 17	Half termly
To narrow the gap in performance of Disadvantaged pupils, including those with SEND in Grammar, punctuation and writing.	Disability inc SEN, EAL, ethnicity or race	Advance equality of opportunity	Class teachers- Deputy and Headteacher, monitored by P&C committee.	Year group provision maps written termly to identify intervention support for those identified at wave 2 and wave 3. Reviewed half termly for impact.	Progress of disadvantaged groups is equal to or better than expected (ie 3 sub-levels of progress).	from November 17	Half termly
To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities	Ethnicity, gender, gender reassignment, belief, culture, sexual orientation	Advance understanding of the richness and diversity of British culture	PSHE coordinator Christian Distinctiveness committee	Monitor the opportunities in PSHE / collective worship to ensure diversity of experience and inclusion of role models from protected groups in the population through lesson observations and planning monitoring by PSHE coordinator. Evaluative	Evidence in written reports from PSHE coordinator.	from September 18	June 19

with particular reference to issues of equalities and diversity			<p>Class teachers and SLT, monitored by P&amp;C committee</p> <p>SLT, monitored by Christian Distinctiveness Committee</p>	<p>monitoring of collective worship to include and evidence box for equality and diversity.</p> <p>Ensuring all extra curricular and educational visits are accessible to all and promote a positive view of all protected characteristics.</p> <p>Ensuring the diversity of experience across cultures for all pupils.</p>	<p>Evidence in collective worship log.</p> <p>No child unable to access because of protected characteristics.</p> <p>New resources purchased chosen to show diversity. Diversity included in resources used by staff with the children.</p>	<p>from September 18</p> <p>from June 18</p> <p>from September 18</p>	<p>Standing item on Christian Distinctiveness Committee agenda</p> <p>With each risk assessment for visits and termly for clubs.</p> <p>June 19</p>
To move beyond deterministic notions of fixed ability and to model teaching and learning behaviours that avoid labelling.	All protected characteristics	Promoting equality of all.	SLT leading and promoted by all staff in school, monitored by P&C committee.	<p>Embedding of Growth Mindset into ethos of school.</p> <p>Quality first teaching based on knowledge of pupils learning styles and monitoring of progress.</p>	All children making minimum 3 steps progress. Most children working at expected level.	from September 18	Termly data reviews