

Flanderwell Primary School

Equality Objectives 2017-2021

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

| Aim | Action to be taken | Personnel | Timescale | Resources | Impact |
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| Narrow the pupil premium gap in Reading, Writing and Maths in all year groups. | Increase the number of Pupil Premium pupils working at the expected standard for their age. Monitor the achievement of Pupil Premium pupils. Plan and deliver interventions to address gaps in learning as identified through on-going assessment. | JA to manage PP intervention programme. All class teachers and TA's | On-going | Time for meetings. Cost of resources to support learning. | Gap narrowed in specific year groups and subjects (as identified through data analysis) |
| Promote understanding and respect for differences. | Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity- use CLPE resources. Use collective worship | JA SLT All class teachers and TA's Governors Pupils | On-going | Resources including CLPE subscription. | Greater understanding and respect for differences. The school ethos and curriculum promotes respect for the differences of the school community. Issues are covered |

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| | <p>as an opportunity to celebrate festivals of a range of cultures and countries.</p> <p>Use events like World Cup, Olympics WW1 centenary as an opportunity to explore other cultures.</p> | Parents | | | through lessons, collective worship and staff training. |
| Provide training for all staff and governors on equality and diversity. | <p>Provide specific staff meetings on equality training.</p> <p>Use opportunities as they arise during staff training to provide training on equality and diversity.</p> | <p>JA,AA,AG</p> <p>All staff</p> | <p>Training on equality policy and duty</p> <p>Spring Term 2018.</p> | Time for meetings | All staff are aware of legislation and responsibilities of all stakeholders. |
| Improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition. | <p>Meeting between HOS and LMentor and Parents/Carers.</p> <p>Information shared.</p> <p>In class teachers will select pupils to mentor new arrivals. Teachers to make early assessment of EAL needs and identify appropriate interventions.</p> | <p>KS, JA</p> <p>Class teachers and support staff</p> | Support ongoing from date of school place offer. | Time for Meetings | New pupils are supported and interventions are put in place to ensure positive transition and accelerated progress. |