

Equality objectives					
To promote understanding and respect for differences.					
To further narrow the pupil premium gap in Reading, Writing and Maths in all year groups.					
To improve provision for pupils for whom English is an additional languages, particularly new arrivals at the early stage of acquisition.					
To provide training for all staff and governors on equality and diversity.					
Aim	Specific actions	Responsible	Budget / resources	Timeframe	Impact
To promote understanding and respect for differences.	<ul style="list-style-type: none"> -Follow Jigsaw lesson -Promote British values and SMSC -Thorpepark 50 -Assembly focus for jigsaw -HOPE church assemblies - festivals in yearly timetable -3x RE day with focus on additional religion by year group -2x 'world days' exploring different cultures -Identified opportunities within the curriculum 	<p>HT, DH and PSHE co to lead</p> <p>All staff to plan and embed</p> <p>RE lead (DH)</p> <p>MFL lead (EW)</p> <p>Curriculum lead (ZR)</p>	<p>Allocated trip/ experiences for TP50 budget</p> <p>Time to plan</p> <p>Time to plan</p>	<p>Weekly jigsaw</p> <p>Yearly review</p> <p>Weekly</p> <p>Each term</p> <p>Each term</p> <p>September</p>	<p><i>Proposed impact- Greater understanding about differences</i></p> <p><i>Issues are covered through lessons, assemblies and training</i></p>
To further narrow the pupil premium gap in Reading,	<ul style="list-style-type: none"> -Pupil Premium reports -Pupil progress meetings termly 	Assessment, English and Maths co to lead.	Time allocated for meetings	Ongoing through the year particularly	<i>Proposed impact- A narrowed gap between PP and national others.</i>

<p>Writing and Maths in all year groups.</p>	<ul style="list-style-type: none"> -attainment trackers ½ termly -Decrease gap between PP and other -PP focus for book look and moderation cycle -interventions for gaps in learning -in depth PP report -Reducing the gap for reading and writing in EYFS 	<p>All staff to monitor and embed</p>	<p>Time allocated for assessment input</p> <p>PP report to indicate interventions</p>	<p>at assessment points 5 x yearly</p>	<p><i>Pupils individual targets and needs are identified.</i></p>
<p>To improve provision for pupils for whom English is an additional languages, particularly new arrivals at the early stage of acquisition.</p>	<ul style="list-style-type: none"> -Audit language levels of EAL pupils -designated EAL lead - teacher to make early baseline assessments -Buddy system -investment and training in learning village -home to school support by welfare lead 	<p>HT, DH and EAL co to lead</p> <p>All staff to monitor and embed</p>	<p>EAL budget</p> <p>Staff meeting time</p> <p>Welfare lead time</p>	<p>Ongoing based on need of pupils</p> <p>December</p>	<p><i>Proposed impact- New pupils are supported and their needs identified early on. The pupil make rapid and sustained progress in their language skills</i></p>
<p>To provide training for all staff and governors on equality and diversity.</p>	<ul style="list-style-type: none"> -Online safety CPD -Prevent training -Use opportunities as the arise to offer training -Bernardos Equality training for Staff 	<p>HT, SBM, DH and safeguarding to lead.</p> <p>All staff (including lunchtime/ site staff)</p>	<p>Online through LA</p> <p>Free training where needed</p>	<p>Updated safeguarding newsletters termly</p> <p>January (online)</p> <p>February (prevent)</p>	<p><i>Proposed impact- All staff and governors aware of new and relevant training</i></p>
<p>Evaluation</p>					