

Equality objectives (All of the below objectives feed directly into the school development plan)					
To promote understanding and respect for differences and raise awareness of cultural capital.					
To further narrow the pupil premium gap in Reading, Writing and Maths in all year groups.					
To further narrow the gender 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.					
Eliminate unlawful discrimination					
Aim	Specific actions	Responsible	Budget / resources	Timeframe	Impact
To promote understanding and respect for differences.	<p>Follow Jigsaw lesson which have been updated with changes to R&S ed</p> <p>Promote British values and SMSC through-</p> <ul style="list-style-type: none"> -School life events -school council -Thorpepark 50 -Assembly focus for jigsaw -Identified opportunities within the curriculum <p>Promote a range of beliefs</p> <ul style="list-style-type: none"> -HOPE church assemblies - festivals in yearly timetable -3x RE day with focus on additional religion by year group -2x 'world days' exploring different cultures 	<p>HT, DH and PSHE co to lead</p> <p>All staff to plan and embed</p> <p>RE lead</p> <p>MFL lead</p> <p>Curriculum lead</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>

<p>To further narrow the pupil premium gap in Reading, Writing and Maths in all year groups.</p>	<ul style="list-style-type: none"> -Pupil Premium reports -Pupil progress meetings termly -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>Assessment, English and Maths co to lead.</p> <p>All staff to monitor and embed</p>	<p>Time allocated for meetings</p> <p>Time allocated for assessment input</p> <p>PP report to indicate interventions</p>	<p>Ongoing through the year particularly at assessment points 5 x yearly</p>	<p><i>Proposed impact- A narrowed gap between PP and national others. 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 (This must be updated to stay in line with changes in technology) -Prevent training -Safeguarding updates half termly or when needed if before -Use opportunities as the arise to offer training -Barnardo's Equality training for Staff for equality 	<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 January (online) February (prevent)</p>	<p><i>Proposed impact- All staff and governors aware of new and relevant training</i></p>
<p>To Eliminate unlawful discrimination</p>	<p>Lessons to raise awareness of racism, gender, ethnicity, economic condition, disabilities and religions in:</p> <ul style="list-style-type: none"> -RE 	<p>Curriculum coordinator</p>		<p>Half termly</p>	<p><i>Proposed impact- All pupils will have the opportunity to learn about discrimination that people can face.</i></p>

	<p>-Jigsaw -Thorpepark 50 -World and culture days</p> <p>Key events the school will be involved with -Anti- Bullying week -National days to raise awareness -Religious festivals calendar -Any changes to law -Parliament visit in Year 5</p> <p>Working with a range of other services to ensure full depth of understanding and support.</p>	<p>Subject leaders</p> <p>HoS DH school calendar</p>	<p>MFL budget</p>	<p>Yearly events</p> <p>When needed</p>	<p><i>Pupils will develop a skill set to ensure they are prepared for the world after Primary school.</i></p>
<p>Evaluation</p>					