



Equality objectives 2017-18

Reviewed: Nov 2017

Agreed By: Full Governing Body

Date: 20 November 2017

Actions	Planned Activities to Support Green complete Blue started	Lead	Resources & Costs
<p>To reduce the % gap between boys and girls attainment to below national figures by raising the attainment of boys through analysing and adapting the curriculum and raising expectations and aspirations for all.</p>	<ol style="list-style-type: none"> 1. In depth analysis of where the biggest gaps are (which subjects, which skills/concepts, which behaviours.) 2. Agree on % of gap to reduce for each year group/subject 3. Monitor initiatives and trials and agree which will be spread throughout the phases. 4. Book Lego and K'nex challenges 5. Research EFA projects and results. 6. Ensure Staff self-aware of the boys who did not achieve expected in their phase/class. 7. Monitor how marking/feedback is being used to close the gap with the boys. 8. Monitor how provision maps are focused on these named children. 9. Subject leaders to monitor planning with gender divide in mind. 10. Phase Leaders to monitor and challenge their team about the progress of named children. 	<p>SLT</p>	<p>Lego and K'nex challenges approx. £900 Staff meeting time Phase meeting time HP to be released as required £180 per day Staff meeting time</p>

	<ol style="list-style-type: none"> 11. GT to share data and graphs highlighting gender issues in school. 12. Staff and phases to be mindful when completing planning. 13. HP to be available for planned outdoor activities linked to curriculum learning. 14. Time to be planned into staff meetings for people to share successes and experiences. 		
To reduce the number of racist, cultural and religious incidences	<ol style="list-style-type: none"> 1. Ensure all recording paperwork includes relevant information 2. Record all incidences on online portal 3. Improve teaching about equality through collective worship and PSHE 4. Ensure the behaviour policy clearly states what is not accepted and the consequences that will follow. 5. Update the Anti bullying policy to ensure it is clear to all stakeholders what is expected. 	GT	Time for reporting, planning and collating Collective worship and PSHE time
Ensure the school is DDA compliant and all disabled pupils, parents and staff have appropriate adjustments made.	<ol style="list-style-type: none"> 1. Resource EYFS area for children in wheelchairs. 2. Re floor disabled toilet in entrance 3. When re decorating the school ensure colours reduce visual stress 4. Carry out pressure risk assessments for staff when needed. 5. Ensure staff have access to and information about support services such as counselling. 6. Contact access to work and make referrals to Occupational Health where needed. 	AEN leader	Cost for building/access work as required Training costs for courses Time for risk assessments/ OHR etc.

	<ol style="list-style-type: none"> 7. Continue to support disabled parents and families with additional parking spaces and collection services where needed. 8. Train staff in physio and handling as required. 		
To embed Thrive School status to improve access to the curriculum for all groups of children, particularly those with emotional needs, CiC, post LAC and ASD pupils.	<ol style="list-style-type: none"> 1. Parent information / well-being evening about thrive and approaches to well-being 2. All KS1 & 2 children assessed 3. Regular updates / staff training from well-being mentors to staff – TA meetings / phase meetings 4. Thrive board up to date with information pertaining to key pupils 	AEN leader/ CH/SJ	AS Thrive costs on school plan

These objectives will be reviewed three times a year alongside the school plan and evaluated at the end of each school year.