**St Botolph’s CE Primary School**

**Equality Objectives 2019 - 2023**

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.

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| **Aim**  | **Action to be taken**  | **Personnel**  | **Timescale**  | **Resources**  | **Impact**  |
| Provide training for all staff and governors on equality and diversity  | Provide specific INSET to staff on equality training. Use opportunities as they arise during INSET/ staff meetings to provide training on equality and diversity.  | HT & Safeguarding Governor to lead. All staff and governors.  | Training on equality policy and duty Autumn Spring 2019.  | Time for meetings  | All staff and governors 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  | Information shared. In class, teachers will select pupils to buddy/mentor new arrivals. Teachers to make early assessment of EAL needs and identify appropriate interventions.  | Katie EastwoodClass teachers and support staff.  | Support ongoing from date of school place offer.  | Time for meetings.  | New pupils are supported and interventions put in place to ensure a positive transition to St Botolph’s. |

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| **Aim**  | **Action to be taken**  | **Personnel**  | **Timescale**  | **Resources**  | **Impact**  |
| 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.  | CE to manage PP intervention programme with her identified children.   All class teachers  | 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 collective worship as an opportunity to celebrate festivals of a range of cultures and countries.  Use events like World Cup, Olympics, WW1 centenary as an opportunity to explore other cultures.   | HT  SLT  All class teachers and TA’s/1:1’s Governors  Pupils  Parents    | On-going  | Cost of resources to promote understanding.  | Greater understanding and respect for differences.  The school ethos and curriculum promotes respect for the differences of the school community.  Issues are covered through lessons, assemblies and staff training.  |

**Date Agreed: Jan 2019**