



Equalities Action Plan 2020 – 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.

Aim	Action to be taken	Personnel	Timescale	Resources	Impact
Provide training for all staff and governors on equality and diversity All staff and governors	Provide specific INSET to staff on equality training. Use opportunities as they arise during INSET to provide training on equality and diversity.	HT & DH to lead.	Training on equality policy and duty Summer Term 2018	Time for meetings	All staff and governors aware of legislation and responsibilities of all stakeholders
Improve provision for pupils for whom English is additional language, particularly new arrivals at the early stage of English acquisition	Home visit by Designated Safeguarding Leads. 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.	DSL and Back up DSLs Class 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 LD
Narrow the pupil premium gap in Reading, Writing and Maths in all year groups. learning.	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.	HT to manage PP intervention programme All class teachers And TAs	On-going	Time for meetings. Cost of resources to support	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.	HT SLT All class teachers And TAs 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,