

Thurcroft Infant School Equality Action Plan 2018

This action plan ensures Thurcroft Infant School complies with 'The Equality Act 2010' and 'Public Sector Equality Duty April 2012' and is based on information provided in the document 'Equality Act 2010 Advice for school leaders, school staff, governing bodies and Local Authorities update December 2012' published by the DfE.

eliminating unlawful discrimination, harassment and victimisation
 advancing equality of opportunity
 fostering good relations between all groups.

OBJECTIVE	ACTIONS	EVIDENCE
<p>To treat all children and adults with courtesy, respect, integrity and dignity.</p> <p>To challenge any type of intolerant attitude, comment or action that undermines the value or dignity of others.</p> <p>To promote spiritual, moral, social and cultural understanding through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.</p>	<p>Increase the understanding of and promote diversity and equality through direct teaching.</p> <p>Promote school values and reinforce British Values.</p> <p>Ensure the curriculum fosters awareness and positive attitudes to other communities and cultures both national and global. This will be identified in long term planning.</p> <p>Build on existing events in school (religious celebrations, assemblies).</p> <p>Evaluate the school's resources to ensure that diversity and equality are reflected.</p>	<p>Pupil interviews show that children have an increased understanding of equality and diversity within their locality and nationally.</p> <p>The school ethos reflects this characteristic. All stakeholders act with these values.</p> <p>Curriculum planning shows increased opportunities to learn about and from other cultures/countries, study famous people from ethnic minorities and to celebrate diversity</p>

<p>To narrow any gaps in progress that have arisen between groups of pupils within the school's community by ensuring that all groups and individuals have their needs fully met to achieve good progress or better</p>	<p>To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils. Use PIVATs for assessing small steps of progress, identifying next step</p> <p>To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.</p>	<p>Through implementing the strategies, ensure that all pupils regardless of sex, race, religious belief, disability or socioeconomic background make good progress during their time at school and achieve outcomes at least as high as other similar pupils nationally.</p>
<p>To raise the achievement of SEND children</p>	<p>To further develop staff knowledge of send and inclusion procedures.</p> <p>To ensure effective support through intervention.</p> <p>Regular monitoring and tracking of progress by SENDCo</p>	<p>Children to achieve yearly targets set</p> <p>Pupil progress data</p>
<p>To narrow the pupil premium gap in reading, writing and maths.</p>	<p>Increase the number of Pupil Premium pupils working at the expected standard for their age.</p> <p>Monitor the achievement of Pupil premium children.</p> <p>Plan and deliver effective interventions to support learning to address any gaps as identified through on-going assessment.</p>	<p>Pupil progress data to show that the gap is closing in all 3 core areas.</p>

<p>To narrow the gap between boys and girls.</p>	<p>Raise awareness of 'The Boys project' in Foundation stage.</p> <p>Ensure topics are boy friendly and actively engage boys in learning.</p> <p>Pupil tracking identifies children in need of intervention.</p>	<p>Pupil Progress meetings and data show that the gap is narrowing</p>
<p>To have a professional workforce that feels valued, and treated fairly in accessing CPD opportunities to develop their professionalism</p> <p>Ensure that staff and the Governing Body are aware of current legislation surrounding diversity and equality and understands the school's responsibility</p>	<p>Audit staff training needs in English and Maths. Training needs identified and set as part of appraisal.</p> <p>Arrange internal training</p> <p>Arrange learning community / LA training</p> <p>Share any updated information.</p>	<p>Raised subject knowledge in all areas where training was accessed.</p> <p>Staff feel confident to support / teach all abilities of children</p> <p>Professional workforce that feels valued and fairly treated</p> <p>Questionnaire to audit success and feedback</p> <p>Performance management objectives and training needs met</p> <p>Governor meeting minutes</p>