

St. Edward's Equality Action Plan 2016 - 2018

1. Advance Equality of Opportunity between people who share a protected characteristic and people who do not.

Objective	Current Situation	Success Criteria	Person Responsible	Link to SIP	Evaluation
To close the gaps between Reading Writing and GPS throughout the school	In KS1, boys, FSM/Disadvantage pupils, EAL are not achieving age expected levels in line with their counterparts	Raised attainment of all vulnerable groups in all subject areas in KS1	Maths/ Writing/ Reading/Pupil Premium and EAL Leader Class Teacher	SIP	
	In KS2, boys are not achieving age expected levels in reading compared to girls	Increased boys attainment by 3% in reading			
	In KS2 girls are not achieving age expected levels in maths and GPS compared to boys	Increased girls attainment by 7% in Maths and 4% in GPS			
	In KS2 FSM/Disadvantage pupils are not achieving age expected levels in maths and writing	Increased FSM/Disadvantage attainment by 4% in Maths and 11% in Writing			
To maintain outstanding teaching and learning status by continuous CPD and performance management	The new curriculum was introduced in 2014 with aims for the International Primary Curriculum to be implemented in 2016.	Staff pedagogy strengthened which is reflected in the challenge and differentiation of lessons	Class Teachers Assessment Leader Curriculum Leader	SIP	
	Training needs to be provided for End of KS1/2 teachers in line with the changes in National testing	Staff and Pupils are confident with the new system			

2. Foster Good Relations between people who share a protected characteristic and people who do not.

Objective	Current Situation	Success Criteria	Person Responsible	Link to SIP	Evaluation
To provide a pupil voice that is listened to and valued	Plenty of opportunities for children to have a say in the development of the school – Teaching and Learning Committee/School Council, pupil questionnaires	Prioritised recommendations implemented following analysis of questionnaires	SLT	SIP	
To celebrate the cultural diversity of the school and British Values	British Values are a focus of weekly assemblies Various international events are held regularly New International Primary Curriculum is to be introduced	Outstanding learning links between the IPC British values and cultural diversity of the school	Curriculum Lead	SIP	

3 Eliminate Unlawful Discrimination, Harassment and Victimisation

Objective	Current Situation	Success Criteria	Person Responsible	Link to SIP	Evaluation
Develop recording systems to monitor any incidences of discriminatory behaviours	System of reporting to La discontinued. Current system of reporting discriminatory behaviour dealt with in general behaviour policy No specific monitoring undertaken	Recording systems of behaviour incidents enables quick identification of any discriminatory issues and swift action	Inclusion Manager Learning Mentor	SIP	
To develop pupils and parents awareness of discrimination against people with all the protected characteristics	Staff have had training on ensuring equality for all people with protected characteristics and how it is relevant within the primary setting	A tolerant and respectful community with respect for all groups	Curriculum Lead		