

## **Three Year Action Plan 2016 - 19**

### **Admissions**

Having viewed recent information about the local community it appears that the school's diversity is similar to the local community. The diversity of the school, however, is low in comparison to National data and we, therefore, need the children to gain a greater awareness of diversity within the UK.

### **Equality Objective: To raise awareness of diversity within the UK.**

Why: From our analysis of our school profile against national demographics we know that our intake of groups other than White British are under-represented.

How:

- Encourage a range of visitors to the school
- Encourage parents in to school to discuss their culture/religion with the other children
- Ensure books and resources, including toys and dolls, positively promote diversity
- Ensure PEP equipment contains resources that positively promote diversity
- Involve the children in a range of religious festivals and discussions of cultural events that are taking place in the UK. Use Espresso images to show children from a variety of cultures talking about events taking place within the UK.
- Involve the children in National events eg the Diamond Jubilee – use images to show children celebrating around the UK.
- Use images from the Olympic/Football teams to show diversity amongst our National teams.

Outcome      The children become more aware of the diverse nature of the UK.

### **Attainment**

### **Equality Objective: To explore and understand gender gap issues further so that the school can begin to narrow the gap.**

Why: Our school statistics bear out the findings of national statistics where girls outperform boys across all year groups, in writing.

How:

FS

- Develop more writing opportunities within role play for the FS boys – garage lists, rules for games
- Use a greater range of writing implements/papers – encourage boys with large scale writing
- Promote writing in the outside environment and valuing all forms of mark making
- Phonics catch up sessions will also support the boys writing in Y1

KS1 and KS2

- Enhancement of boy friendly topics
- Develop drama opportunities to support story structure as well as ‘adverb’ acting
- ‘Kung Fu’ punctuation when reading texts to encourage boys to focus on punctuation for reading and writing
- Zero tolerance spelling words – provides clarity of expectations for all
- High expectations for boys handwriting
- Ensure there is a range of boy friendly reading materials to support story vocabulary and structure
- Use question level analysis of data to provide tailored intervention
- Use of rubrics to provide clear expectations for pieces of writing and provide the boys with the ‘ingredients’ that will support high quality writing

Outcome: Although this will particularly focus on boys’ development, in order to begin to narrow this gap, it will be supportive of all pupils.

In subsequent years gender gaps may be evident in other subjects. School leaders will look for these areas during data analysis and then developments will form part of school improvement planning

## **Engagement in school activities**

**Equality Objective:** To monitor the attendance at afterschool clubs to ensure there is a gender balance.

Why: The school’s previous monitoring demonstrated that fewer girls attended after school activities.

How:

- Analyse number of boys/girls taking part in after school clubs on the school site – termly
- Ask boys/girls why they don't attend our after school clubs.
- Develop school clubs that will appeal to both genders.
- Find out about other community after school activities that the children take part in.
- Promote afterschool clubs through achievements service.
- Signpost parents to other popular afterschool clubs in the locality.

Outcome: Both genders have access to a range of high quality afterschool activities within the locality.

### **Prejudice Related Incidents**

The school has no examples of prejudice related incidents, however, even though the children are very positive and caring towards our disabled pupils we need to develop their understanding of the skills that disabled people may have.

### **Equality Objective: Raise awareness of disabled adults active lives and skills.**

Why: The children are very positive and caring towards our disabled children but are less aware of skills that disabled people may have

How:

- Increase the number of disabled visitors to the school – discuss their jobs, other skills they may have
- Ensure our books and resources positively promote disabled people
- Subject co-ordinators to research disabled leaders of different fields i.e artists, musicians, scientists and add to the SOW for their subjects
- Highlight skills of our national Paralympics team
- Encourage disabled representation on the Governing Body

Outcome: To raise awareness of this protected characteristic

## **Additional Objectives:**

The **attendance** data did not identify any unexplained areas of concern. Obviously if this changes then attendance data will be reviewed and objectives set.

**Rewards and sanctions** – these are clear and apply to all children unless there is a SEN plan that includes individual rewards and sanctions which will have been discussed with the SENCo and shared with the child's parents.

All children regardless of protected characteristics undertake **roles of responsibility** including buddies, school council, House Captains. There is a clear gender ratio in the eco group.

Our data did not identify any areas of concern in relation to **religion or belief**. However we do need to take into account the high percentage of parents with no religion who chose this school because we are one of only two schools in Portishead without religious status.

The equality objectives are monitored by the governing body.

## **Employment**

We recognise our duties under the Equality Act in respect of the staff we employ. We have set the following objectives:

### **Equality Objective: To employ a more diverse workforce**

Why: We recognise that it is important to have a workforce that represents the society we serve

How:

- When we next hold a recruitment campaign we will closely monitor each stage of the process, particularly at the application, short listing, interview and job offer stage. Where we identify any issues, which impact on any particular group, we will look at initiatives to address this.

Outcome: Have a more diverse workforce to represent the community we serve.

**Equality Objective:    Ensure we maintain a professional workforce.**

Why:            We want all staff to feel valued and be able to realise their full potential.

How:

- We will ensure that all staff are given the opportunity to access all developmental opportunities. This includes internal and external CPD as well as taking on leadership roles within the school setting.

Outcome:      To have a professional workforce that feels valued, and treated fairly in accessing training and development opportunities to develop their professionalism.