



## Equality Action Plan for period October 2019– December 2020



Objective	Actions	Who will be involved?	Timescale	How will we measure our success?	Review
<p>To advance equality of opportunity by ensuring that all pupils have access to effective vocabulary instruction</p>	<p>AD audit current vocabulary levels in key groups from PiXL QLA</p>	<p>Andi Dodds</p>	<p>Autumn term 2019</p>	<p>Clear areas of priority will be identified and intent clarified</p>	<p>Vocabulary Strategy written Summer 2020</p> <p>Shared with Teachers Autumn 2020. Further CPD 2.2.21</p> <p>Timetable has been delayed by the impact of Covid 19</p> <p>CPD ongoing PIXL Vocab session 14.1.21</p>
	<p>AD and SLT to decide most effective strategy for school’s context to target most vulnerable groups inc impact evaluation</p>	<p>Andi Dodds, Claire Shirm, Tracey Naylor, Pam Walker, Annabel Burrell</p>	<p>Spring 2020</p>	<p>A clear succinct strategy will be developed to share with governors</p>	
	<p>Share strategy with staff and other stakeholders</p>	<p>Andi Dodds, Claire Shirm, Tracey Naylor, Pam Walker, Annabel Burrell</p>	<p>Spring 2020</p>	<p>All stakeholders will understand the intent and have shared ownership of the plan</p>	
	<p>Plan time table for implementation in 2020-21</p>	<p>Andi Dodds, Claire Shirm, Tracey Naylor, Pam Walker, Annabel Burrell</p>	<p>Spring 2020</p>	<p>All stakeholders will understand the implementation plan and take responsibility for their contribution</p>	
	<p>Undertake necessary CPD for staff confidence with delivering strategy</p>	<p>Andi Dodds, Claire Shirm, Tracey Naylor, Pam Walker, Annabel Burrell</p>	<p>Summer 2020</p>	<p>Staff will report having necessary subject knowledge for project to have impact</p>	
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<p>To continue to eliminate unlawful discrimination by enhancing our current PSHE programme to raise pupil's awareness of prejudice and discrimination.</p>	<p>To continue to have an inclusive ethos that challenges prejudice/discrimination.</p> <p>Enhance current personal development curriculum by reviewing impact</p> <p>Undertake pupil voice to establish student confidence in key areas</p> <p>Snug as a Bug project evolves to move from local issues, to national to international where pupils can learn about global issues and responsibilities.</p>	<p>Andi Dodds</p> <p>Deon Wolmarans</p> <p>All staff</p>	<p>Ongoing</p> <p>Autumn term 2019</p> <p>Spring Term 2020</p> <p>Across 2019-20 academic year</p>	<p>Pupil behaviour is respectful and inclusive, as evidenced in lesson observations and feedback from staff.</p> <p>All staff are fully aware of how to challenge prejudice/discrimination.</p> <p>Pupils can articulate areas of strength and concern</p> <p>Pupils can, in an age appropriate way, articulate the causes of homelessness, its impact and action they can take to address this safely.</p>	<p>Lesson feedback shows good levels of behaviour</p> <p>Gov Monitoring notes good pupil behaviour</p> <p>Ten :Ten resources to support RSE and PSHE</p> <p>Speed Reading in Y5 revealed most pupils are unfamiliar with the term prejudice Nov 2020</p> <p>Snug as a Bug suspended due to Covid lockdown April 2020</p>
<p>In order to promote a 'love of reading' for all pupils and reduce gender bias</p>	<p>Audit of current experience of pupils</p>	<p>Andi Dodds</p>	<p>Autumn 2019</p> <p>Autumn 2019</p>	<p>Results of survey will indicate initial focus</p>	<p>Recent results show that boys have recovered more quickly</p>

<p>we would like to encourage our male community members to provide testament to men's enjoyment of books.</p>	<p>Formulate a plan to encourage this alongside development of reading for pleasure strategy</p> <p>Timetable parent/community events to raise awareness</p> <p>Evaluate impact on end of key stage outcomes</p>	<p>Andi Dodds, Claire Shirm, Tracey Naylor, Pam Walker, Annabel Burrell, Michelle Hopkins, Holly Hands</p> <p>Andi Dodds, Claire Shirm, Tracey Naylor, Pam Walker, Annabel Burrell, Michelle Hopkins, Holly Hands</p> <p>Andi Dodds, Claire Shirm, Tracey Naylor, Pam Walker, Annabel Burrell, Michelle Hopkins, Holly Hands</p>	<p>Spring 2020</p> <p>Summer/Autumn 2020</p>	<p>Reading for Pleasure strategy will include reference to gender imbalance in reading outcomes Level of community engagement</p> <p>Gender imbalance in reading outcomes for boys and girls in KS2 is addressed 55%:72% (2019 Y6 2019) 61%:63%(2019 Y2 2019)</p>	<p>from the impact of lockdown and have been more responsive to the recovery curriculum</p> <p>Community events halted by Covid.</p> <p>Home engagement encouraged through bookworm and book bingo Reading Aut 2020 Y6 60% boys exp+ 50% girls exp +</p>
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**Monitoring arrangements:**  
 -The monitoring of staff responsibilities to be carried out termly by Andi Dodds/Tracy Anderson

**Review dates:**  
 -Termly review of actions  
 Annual review of objectives (January)

