



Equality Action Plan January 2022-2023



Objective	Actions	Who will be involved?	Timescale	How will we measure our success?	Review
To advance equality of opportunity by ensuring that all pupils have access to effective vocabulary instruction	To continue to provide CPD in combination with Reading and Writing Language/Speech link used as communication platform – assessment and interventions provided across the school	All teachers Zoe Kelleher Tracey Naylor Karen Bryan	Spring 2022 onwards January 2022 onwards	Staff subject knowledge will improve and vocab instruction will be integrated Level of pupils requiring support will be identified and interventions established	Vocabulary was not as a strength of the school in a curriculum review in Mar 22 and is a strong feature of the new St Felix curriculum Practice now annual norm and follow up actions delivered by support staff
To further develop our inclusive ethos through our whole school projects	Widen the scope of pupil led collective worship	Andi Dodds Tracy Anderson Deon Wolmarans Michelle Murray Sarah Chambers	January 2022 onwards	Weekly pupil led collective worship across a range of pupil leader groups	Undertaken from Spring 2022 and refocused again from Sept 2022 to reflect pupils request for wider range of

	Work towards Live Simply Award	Andi Dodds Michelle Murray	January 2022 onwards		topics and shorter sessions. Ongoing
To promote a 'love of reading' for all pupils and reduce gender bias in reading outcome	Develop pedagogy of reading instruction	All staff	January 2022 onwards	Reading lesson structures will be optimised to reduce pupil cognitive load - pupil voice feedback	Instructional model introduced from Spring 2022 – now used in all subjects to reduce extraneous cognitive load
	Introduce prosodic instruction	All staff	January 2022	Improved outcomes in reading assessments for this group	Prosody now a feature of all reading lessons and demonstrable in KS1
	Work with local networks such as Literacy Trust to promote reading pleasure	Michelle Hopkins Holly Hands	Ongoing	Access to free resources and initiatives increases	Literacy trust have provided many resources across the school and reading with the mayor has been featured in local press Feb 23
	Undertake Reading framework audits to ensure a rich curriculum offer	Michelle Hopkins Holly Hands Andi Dodds Teachers	September 2021 onwards	Audit outcomes and follow up actions	Monitoring revealed less secure than hoped and so

					<p>new reading curriculum materials introduced Sept 22 and mapped to ensure rich and varied texts from Nursery upwards</p>
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