



Equality Objectives Action Plan Autumn 2019

Equality Objectives	Protected Characteristic	General Duty	Responsibility	Measurable success Indicator	Timing	Review date
Continue to monitor any achievement gaps for all vulnerable groups compared to all pupils	Vulnerable groups	Advance equality of opportunity	CD Staff SLT	Raise-online data, AM7	Termly	Termly
To ensure that attendance of all potential vulnerable groups reflects the school average attendance of 97%.	Vulnerable groups	Advance equality of opportunity	LS, HR, HT	School average attendance % are the same for all groups	Termly	Termly
Footpath closure/redirection – safety of children in EYFS outside area and all children at playtimes	All	Health and Safety	Herts CC	The closure of the path – remove gates from site and secure the school site during the working day	Autumn 2019 – HCC are about to resubmit a concurrent Extinguishment and Creation Order	Unclear – as out of school's control
To implement the systematic use of an Equality Impact Assessment tool to evaluate school policy, practice and procedures	All	Advance equality of opportunity	All	Policies, practices and procedures reflect our equality duty.	With every review and updating of policy practice and procedure	
Develop children's understanding of the Christian Church by exploring its cultural diversity within Britain and throughout the world	All	Advance equality of opportunity/ Eliminate discrimination	JK - CW and RE lead.	Deepen the children's understanding of the world wide Christian Church by establishing a school celebration day and to arrange a visit to the many and varied places of worship in Saffron Walden	Celebration day - in the Spring Term Parent speaker – Judaism Nov 2019 Y5 Faith Tour Summer 2020	On going
Deepen children's understanding of different faiths by visiting a variety of places of worship	All	Advance equality of opportunity/ Eliminate discrimination	JK - CW and RE lead.	Children are able to vocalise their deepened understanding of a variety of faiths through visitors to school and Y5 Faith Tour to Bedford	Summer 2018	On going
To monitor attainment of girls' and boy's in Maths and English	Vulnerable groups	Advance equality of opportunity	Maths lead HC- English lead All class teachers	That there are no differences in attainment due to gender. That where there are differences strategies are implemented to support gender group.	Termly	
To monitor attainment and progress of EAL pupils in Maths and English	Vulnerable groups	Advance equality of opportunity	CD All class teachers	That there are no differences in attainment due to English as a second language. That where there are differences strategies are implemented to support gender group.	Termly	
To monitor attainment and progress of BME pupils in Maths and English	Vulnerable groups	Advance equality of opportunity	CD All class teachers	That there are no differences in attainment due to ethnic background. That where there are differences strategies are implemented to support gender group.	Termly	
To monitor attainment of vulnerable groups (SEND, Summer born, low attendance) in Maths and English.	Vulnerable groups	Advance equality of opportunity	CD All class teachers	That there are no differences in attainment due to these vulnerable groupings That where there are differences strategies are implemented to support gender group.	Termly Half termly inclusion review (as below)	
To monitor the strategies used by staff to ensure that all learning types are incorporated.	All	Advance equality of opportunity	All subject leaders to oversee their subject area.	That all learning types are considered through planning of activities	Staff consider – weekly when planning Subject leads Summer term review.	July 2020 And on going
PPG children – monitor and review regularly their attainment and progress and action as appropriate to narrow the gap with other children in the school.	All	Advance equality of opportunity	CD All class teachers	That all vulnerable groups are achieving / progressing in line with other children. That no one is left behind.	Termly – overview by SLT On going – weekly by class teachers. Half termly inclusion reviews – CD/Class teacher/TA	July 2020 and on going