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| Equality Objective  | Protected Characteristic  | Task  | Responsibility  | Review/Impact  | Assessment  |   |
| Raise the attainment of all children in writing but with particular focus on boys  | Gender  | Narrowing the Attainment gap in writing and particularly for boys evident in Summer 2017. Review of practice across the school and development of plan to address.  | SLT and English leader  | SLT  | End of year data on target tracker and data national data.  | Termly data review at Teaching and Learning  |
| Narrow the gap for minority group, Pupil Premium children & SEND over time.  | Gender/Ethnicity & Race/Vulnerable Children  | Raise achievement of minority groups, Pupil Premium and SEND over time.  | SLT  | SLT  | End of year data in English, Maths and Science and national data.  | Highlighted review termly at Teaching and Learning  |
| Create opportunities for children to take greater responsibility within school and to participate more in decision making.  | All & Community Cohesion  | Develop and extend role of school council and other areas of student leadership.  | SLT and PSHCE leader  | SLT and PSHCE leader  | Assess impact of school council and team leaders in decision making.  | Continuation of School council. Appointment of Safeguarding champions.  |
| Enhance parental engagement for all children, especially those with SEND and Pupil Premium Group.  | Disability/Race/Gender/ Community Cohesion  | Targeted meetings with parents application for Parent award**.**   | SLT  | DHT Inclusion and SLT  | Evaluation of data for key identified groups.  | Gaining of LPPA award and embed beyond this.  |
| To raise attainment in English & Maths by accelerating progress, especially at expected and greater depth in each year group band.  | Gender/Race/Vulnerable Children  | To raise attainment in English & Maths by accelerating progress, especially at expected and greater depth in each year group band.  | SLT and Maths and English Leaders  | Deputy Headteachers T&L and SLT  | End of year data on target tracker and national data.  | Review of data each term at Teaching and learning committee.  |
| To reduce the number of persistent absences.  | Disability/Race/Gender/ Community Cohesion  | To embed the gains main in improving attendance in the last 12 months.  | DHT Inclusion and SHS worker  | DHT Inclusion and SHS attendance officer.  | Absence report and SIMS attendance data.  | Termly data report for CFC and FGB.  |
| To ensure early warning systems flag up those with SEND and ensure they have a bespoke package put in place through whole school systems to support their learning and narrow the attainment gap.  | Gender/Ethnicity & Race/Vulnerable Children  | To continue to narrow the gap for vulnerable children and children with SEND   | DHT Inclusion  | DHT Inclusion, class teachers and SLT  | End of year data for SEND children.  | Review of SEND outcomes each term for Teaching and Learning committee.  |
| To develop a coherent approach to tackling gender, ethnicity and LBGTQ+ themes across the school which challenge stereotypes at all levels across the school.  | Gender/Ethnicity & Race/Vulnerable Children  | To build on established good practice around gender, LBGTQ+ and race equality practices but further enhance looking in particular at the Black Curriculum and LBGTQ+ as curriculum themes.  | DHT’s T&L and DHT Inclusion  | Conolly Project lead, LBGTQ+ lead and SLT  | Outcomes of more embedded LBGT framework, Conolly Project implementation and a clear curriculum map for this within learning across the school and reduced use of homophobic language.  | Embed work on LBGTQ+. Develop Conolly Projects with whole school review in Spring with report to FGB.  |
| Providing learning opportunities for families in order to better support children’s learning  | Disability/Race/Gender/ Community Cohesion  | To build on the well-established programme of family learning  | DHT’s T&L and DHT Inclusion  | SLT  | Data from participating families children.  | Embed LPPA work and additional family learning offer – report to FGB and Teaching and Learning committee termly.  |

**Ashmount Primary School Equality Action Plan 2021-2024**