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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**