

Equality objectives 2017-21

Aim	Action	Responsibility	Time scale	Resources	Impact
Provide training for all staff and governors on equality and diversity	Provide specific INSET to staff on equality training. Use opportunities as they arise during INSET to provide training on equality and diversity. 2019 Sept plan for equality and diversity in the new curriculum introduced Sept 19	HT & Inclusion leader to lead. All staff and governors.	Training on equality policy and duty Autumn Term 2017. Curriculum planning Sept 2019	Time for meetings	All staff and governors aware of legislation and responsibilities of all stakeholders.
Improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition	New children greeted by JC and supported in class.. Information shared. In class teachers will select pupils to buddy/mentor new arrivals. Teachers to make early assessment of EAL needs and identify appropriate interventions	inclusion leader and JC Class teachers and support staff	Support ongoing from date of school place offer	Time for meetings	New pupils are supported and interventions put in place to ensure a positive transition to Conifers
Narrow the pupil premium gap in Reading, Writing and Maths in all year groups.	. Increase the number of Pupil Premium pupils working at the expected standard for their age Monitor the achievement of Pupil Premium pupils. Plan and deliver interventions to address gaps in learning as identified through on-going assessment.	JR to manage PP intervention programme Class teachers	On-going.	Time for meetings Cost of resources to support learning.	Gap narrowed in specific year groups and subjects (as identified through data analysis).
Promote understanding and respect for differences	Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity. Use assemblies and Team days as an opportunity to celebrate festivals of a range of cultures and countries Use events like World Cup, Olympics, WW1 centenary as an opportunity to explore other cultures Ensure planning reflects diversity.	All staff.	On-going	Cost of resources to promote understanding.	Parents Greater understanding and respect for differences. School ethos and curriculum promotes respect for the differences of the school community. Issues are covered through lessons, assemblies staff training