



ACTION PLAN 2017 - 2020

| Date: | Autumn 2017 | Subject/Focus Area: | Equality | Completed by: | IJ and SLT | | |
|--|--|---|------------------------------------|----------------------|---|---|------------------------------------|
| Objective | Action(s) | Staff | Resources (including costs) | Start date | Review or Finish date | Success criteria | Monitoring Procedures |
| To promote the children's understanding and respect for difference | <p>Continue to identify opportunities in the curriculum e.g. other cultures, other countries, famous people from ethnic minorities, religious festivals etc.</p> <p>Use R-Time to explore equality within the context of school, the wider community, the UK and the world.</p> <p>Use assemblies to explore themes around equality and diversity</p> <p>Use PTFA events to celebrate diversity and equality e.g. International Food Evening</p> | All staff | N/A | Autumn 2017 | Ongoing | <p>More community events which celebrate different cultures, beliefs and Religions</p> <p>Children have increased access to lessons and assemblies which recognise and celebrate equality and diversity</p> | Ongoing by SLT and Governing Board |
| To further develop provision for children whom English is an Additional Language (EAL), especially children who are new to the country | <p>Audit of provision for EAL children and specific actions linked to where there are areas to develop</p> <p>Engagement with Local Authority EAL Project led by Tamara Rolffs</p> <p>Staff Training on EAL Provision for children new to their classes</p> | <p>Led by LC and RH</p> <p>All staff involved</p> | Release Time for LC and RH £1000 | Autumn 2017 | Ongoing (but LA Project due to be completed by Summer 2018) | <p>Staff to have increased confidence with EAL</p> <p>Provision Language rich environments in classrooms and around school</p> | LC and RH |



| | | | | | | | |
|--|---|--|-------------------|------------------|--|---|------------------------------------|
| To further enhance staff awareness and understanding of equality and diversity | Provide specific training for all staff around the themes of equality and diversity (spread out over three staff meetings) | Actioned by IJ All staff involved | Lead Trainer £500 | Autumn Term 2018 | Ongoing (but training to be completed by end of Autumn Term) | All staff have an enhanced understanding of equality and diversity and have the confidence to deliver key lessons | Ongoing by SLT and Governing Board |
| To engage with local communities and partner schools | Establish greater links with inner city Derby Schools; including visits Establish links with schools in a different country e.g. Mulawi Visit different places of worship in Derby City | All staff | Transport | Autumn 2017 | Summer 2020 | Children to have greater understanding and awareness of social and cultural differences both locally and in different countries | Ongoing by SLT and Governing Board |
| To diminish the attainment gap between different groups of children in school | Different groups form basis of discussion in termly Pupil Progress Meetings Provision is put in place for children with specific needs who have specific barriers to learning e.g. EAL, SEND | All Staff including SENDCO | N/A | Autumn 2017 | Ongoing | Diminishing attainment gap between different groups of children | Ongoing by SLT and Governing Board |