

Equality Action Plan 2017-2019

Priorities	Actions	Timings	Impact Measures
What are the priorities for development/improvement/in novation? Why is this priority?	What needs to happen? Who will be involved? How will the priority be addressed?	When will this project begin and end? How will this fit into the timetables and calendar?	What will be different and better as a result of this action? How will you measure its success?
POLICY & PRACTICE <ul style="list-style-type: none"> To produce an Equality Policy and Action Plan clarifying the approach used at Roxeth Primary School, in light of a new Headteacher 	<ul style="list-style-type: none"> HT and Gobs to write and agree the policy and action plan, in consultation with staff, Parents to give ongoing feedback to evaluate the impact 	By end of 2017/2018	Agreed by Governors, minuted in GB meeting record minutes. Equality Policy is up to date and on the school website.
EQUALITY FOR STAFF <ul style="list-style-type: none"> To review school procedures for recruitment, professional development and CPD opportunities for all staff to ensure equality of opportunity and fair representation of all genders, ethnicities and other equality factors, in shaping the future of Roxeth 	<ul style="list-style-type: none"> When recruiting, look at underrepresentation of the workforce when considering applicants Ensure all staff are aware of the policy and set the expectation of equality for all to create a positive coaching culture Create a Wellbeing Team to ensure staff inclusivity is a focus 	By end of Autumn 2018	New Staffing includes a range of ethnicities and of both genders Wellbeing Team created supporting staff and ensuring a multicultural and diverse ethos
CLOSING THE GAP to ensure all groups of pupils	<ul style="list-style-type: none"> To implement a data tracking and analysis system to ensure 	Fully establish by end of Autumn	Pupil Tracking Meetings focus on progress and attainment reviews

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make equally good+ progress from their starting points	<p>all groups of pupils make equally good+ progress from their starting points. In particular:</p> <ul style="list-style-type: none"> • Gender gaps • Pupil Premium gaps • Ethnicity gaps • SEN gaps • Between classes • Ensure challenge enables more and most able children to accelerate progress which may increase the gap between them and their peers 	2019	<p>addressing all groups of pupils across classes</p> <p>School Teachers Identify pupils at risk and discuss strategies and interventions</p> <p>Data Tracking identifies PP, SEN, Gender and starting point</p> <p>Further work anticipated in 2019/20 to further analyse ethnicity gaps</p>
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