

Deneholm Primary School
Equalities Action Plan 2020-2024

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on the analysis of our data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

What we aim to do	How we plan to achieve it	Person responsible	Timescale	Resources	The impact of our work
To plan direct work for children through assemblies and curriculum on equality.	Weekly assemblies with a focus on diversity and understanding racism. Planning events throughout the year.	HoS/DHT	Ongoing +specific focus 2020-21	Assembly time slot.	Children and staff have a good understanding of equality, diversity and racism.
To promote understanding and respect for differences.	Identify opportunities in the Cornerstones curriculum to look at other cultures/countries. Study famous people from ethnic minorities with a variety of abilities and celebrate their diversity.	HoS/SLT	Ongoing	Planning opportunities as a staff. CPD sessions. Time in the curriculum. SLT/ELT meetings. Assembly rota.	Greater understanding and respect of differences. Issues are covered through lessons (Cornerstones/PSHE), assemblies and staff CPD. The school vision and values promote respect for the differences at Deneholm.

	<p>Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.</p> <p>Use events like World Cup, Olympics, as an opportunity to explore other cultures.</p>				
To improve provision for pupils for whom English is an additional language, particularly new arrivals	<p>Tours for families of all children offered.</p> <p>Early assessment completed by CT to identify language needs,</p> <p>Specific planning by CT and interventions run by TA to help child progress.</p> <p>Child to be given a class buddy who is a good role model of the English language.</p>	SENCo	Ongoing	<p>SENCo planning time.</p> <p>Tour time for DHT.</p> <p>Time for TA to deliver interventions.</p>	New pupils are supported and make good progress in a term. Pupils have a positive transition to DPS.
To narrow the pupil premium gap in Reading, Writing and Mathematics in all year groups.	Increase the number of Pupil Premium pupils working at the expected standard for their age.	AHT in charge of PP	Ongoing	AHT release time. Meeting time for pupil progress meetings.	Gap narrowed in specific year groups and subjects (as identified through data analysis).

	<p>Monitor the achievement of Pupil Premium pupils.</p> <p>Plan and deliver interventions to address gaps in learning as identified through on-going diagnostic assessment.</p>			<p>Timetable for PP interventions based on need.</p>	
<p>To enable all pupils to behave well, especially boys, so that the number of incidents requiring intervention reduces.</p>	<p>Weekly meetings to monitor behaviour incidents and plan interventions as a result.</p> <p>Interventions led by MW to support children in making positive choices and having positive interactions with others.</p> <p>Pastoral team to liaise with class teachers about specific pupils or groups of pupils and plan targeted support.</p> <p>Learning through Sport to target UKS2 boys.</p>	<p>SLT/Pastoral Team</p>	<p>Ongoing</p>	<p>Weekly behaviour meetings. Pastoral team intervention timetable.</p>	<p>Behaviour incidents will reduce across the school, especially with boys.</p> <p>Children will have positive interactions in class and on the playground.</p>

<p>Provide a range of educational opportunities for parents to develop their own skills to support their children</p>	<p>Virtual and face-to-face parent workshops focussed on the core subjects in the curriculum. Workshops to give parents strategies on how to help at home.</p> <p>Targeted small group support of those families who are considered vulnerable e.g. regular meetings, signposting to support in the community etc.</p>	<p>SLT</p>	<p>Ongoing</p>	<p>Scheduled parent workshops/online and in person.</p>	<p>Parents report that they are well supported in helping their children to access the curriculum at home.</p>
<p>Extend pupils' understanding of the range of peoples, cultures and religions</p>	<p>Curriculum overview and RE scheme of work to be monitored to ensure coverage.</p> <p>Plan and celebrate Black History Month, International celebration and cultural festivals.</p> <p>Extend visitors to assemblies to include a range of faiths.</p>	<p>AHT in charge of SMSC</p>	<p>Ongoing</p>	<p>AHT release time. Planning time in staff meetings.</p>	<p>Children demonstrate a good understanding of different religions and cultures through work in books, assemblies and discussions.</p>

