

Ramsey Manor Lower School Equality Objectives 2019-2021

The equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence such as pupil progress meetings. 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.

Aim	Action	Personnel	Timescale	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	AF, LT All staff and governors	Training before the end of 2019-20 academic year	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	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	Safeguarding lead SENDCo Class teachers and support staff	Support ongoing from date of school place offer	Time for meetings and resources	New pupils are supported and interventions put in place to ensure a positive transition to RMLS

<p>Narrow the pupil premium gap in Reading, Writing, Maths & Science in all year groups</p>	<p>Increase number of PP pupils working at the expected standard for their age. Monitor the achievement of PP pupils Plan and deliver interventions to address gaps in learning as identified through ongoing assessment</p>	<p>SJ and LT to manage PP intervention programme. Literacy/Maths/Science Leaders All class teachers and support staff</p>	<p>Ongoing</p>	<p>Time for meetings Cost of resources to support learning</p>	<p>Gap narrowed in specific year groups and subjects (as identified by data analysis)</p>
<p>Promote understanding and respect for differences</p>	<p>Identify opportunities in the curriculum to look at other cultures and countries, study famous people from a variety of ethnic minorities and with various abilities and to celebrate diversity and gender. Use assembly time as an opportunity to celebrate festivals of a range of cultures and countries Use worldwide events as an opportunity to explore other cultures</p>	<p>AF and SLT All class teachers and support staff Governors Pupils Parents</p>	<p>Ongoing</p>	<p>Cost of resources to promote understanding</p>	<p>Greater understanding and respect for differences. The school ethos and curriculum promotes respect for the differences within the school community. Issues are covered through lessons, assemblies and staff training</p>
<p>Date agreed: September 2019</p>					

