

Document Control			
Policy Name	Equality Objectives 2017-2020	Date Approved	5 th April 2017
Status	Approved by Board	Review Date	Spring 2020
Committee	Pupil Achievement	Version Number	1.0

English Martyrs Catholic Primary School



Equality Objectives 2017-2020

At English Martyrs we will ensure that **every** pupil (regardless of gender, ability, race etc) is able to achieve high standards and are in place to tackle under-achievement. We will ensure that every pupil has access to the necessary teaching and support required to enable them to achieve their highest potential. We will ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable.

Objective	Success Criteria	Lead Person	Evidence	Timescale	Evaluation
To promote cultural development and understanding through a rich range of experiences, both in and beyond the school.	<ul style="list-style-type: none"> Introduction of Fantastic Fridays so that all pupils experience a range of learning experiences which are additional to the requirements of the National Curriculum 	Head	<ul style="list-style-type: none"> Fantastic Friday lesson plans, letters to parents, photos, observations etc 	Ongoing	
Ensure effective use of Pupil Premium, closely monitoring its impact on disadvantaged pupils	<ul style="list-style-type: none"> Implementation of the Pupil Premium Action plan PP children will make similar rates of progress to non-PP and the gap in attainment will reduce 	Head, Deputy, EYFS/KS1 lead	<ul style="list-style-type: none"> Annual plan in place and published on school website Plan reviewed each year and adjusted as necessary 	Ongoing	

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<i>Objective</i>	<i>Success Criteria</i>	<i>Lead Person</i>	<i>Evidence</i>	<i>Timescale</i>	<i>Evaluation</i>
To move beyond deterministic notions of fixed ability and to model teaching and learning behaviours that avoid labelling.	<ul style="list-style-type: none"> • Introduce notion of 'growth mindset' via staff meetings led by Deputy • Display boards in class will promote growth mindset • Evaluate the use of setting in KS2 	Deputy	<ul style="list-style-type: none"> • Staff meeting timetable • Observations of classrooms 	Ongoing	
To ensure that pupils have a broad experience of faiths other than Christianity	<ul style="list-style-type: none"> • RE coordinator to organise extra-curricular visits to a variety of places of worship, including the local mosque, synagogue and Gurdwara. • RE coordinator to monitor via work scrutinies, which will demonstrate that 'other faiths' are being taught regularly at the end of each RE topic 	RE coordinator	<ul style="list-style-type: none"> • RE work scrutiny report • RE action plan 	On-going	
To give children an understanding of the needs and circumstances of those with SEND.	<ul style="list-style-type: none"> • Arrange for SEND speakers to visit the school to run disability awareness activities 	HT/SENCO	<ul style="list-style-type: none"> • Photos of activities 	Once every two years	

Approved by the governing body on 5th April 2017

Signed Chair of Governors

Review: Every 3 years