

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. 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. These objectives should be read in conjunction with the Equality Policy.

Aim	Action to be taken	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.	HT & DH to lead. All staff and governors	Training on equality policy and objectives and duty Summer 2018.	Time for meetings	All staff and governors aware of legislation and responsibilities of all stakeholders. All staff and governors understand the commitment to equality.
Improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition.	Information gathered from home visit or when child enters the school. 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	Team leaders. Early years staff. Class teachers and support staff.	Support ongoing from date of school place offer.	Time for meetings and audit of information gathered.	New pupils are supported and interventions put in place to ensure a positive transition into Lambton Primary .

<p>Narrow the disadvantaged gap in Reading, Writing and Maths in all year groups.</p>	<p>Ensure that list of pupils eligible for Free school meals is updated regularly. Increase the number of disadvantaged pupils working at the expected standard for their age. Monitor the achievement of disadvantaged pupils. Class teachers to plan and deliver interventions to address gaps in learning as identified through on-going assessment carried out each term and reported at pupil progress meetings with SLT.</p>	<p>Mrs Spencer (DHT) to manage intervention for disadvantaged pupils.</p> <p>Class teachers to ensure that interventions are recorded on provision map for each disadvantaged pupil.</p> <p>All class teachers and teaching assistants.</p>	<p>Ongoing.</p> <p>Provision maps completed every term to ensure equality and appropriateness of provision for disadvantaged pupils.</p>	<p>Time for meetings each term (pupil progress meetings).</p>	<p>Gap narrowed in specific year groups and subjects (as identified through data analysis).</p>
<p>Promote understanding and respect for differences.</p>	<p>Promote understanding of differences through the “Around the World” topics.</p> <p>Identify opportunities in the curriculum to</p>	<p>Curriculum Lead: Deputy Headteacher</p> <p>Subject leaders</p> <p>Class teachers</p> <p>Headteacher</p>	<p>Ongoing and evaluated each term</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 of the school community.</p>

	<p>look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity.</p> <p>Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.</p> <p>Plan curriculum weeks throughout the year which help to promote equality and diversity.</p> <p>Use events such as; World Cup, Olympics, WW1 centenary as an opportunity to explore other cultures.</p>				<p>Issues are covered through lessons, assemblies and staff training.</p>
<p>To be reviewed/ updated at the start of each year.</p> <p>Ratified Spring 2018</p> <p>Next ratification Autumn 2020</p>					