

Equality Objectives Action Plan 2018-2021

<u>Objective</u>	<u>Rationale</u>	<u>Description</u>	<u>Responsibility</u>	<u>Early Success Indicators</u>	<u>Impact</u>
To reduce the average attendance gap between Non-White British and White British to no more than 2%	The data for academic year 2016-2017 was WBR 95.98% vs NWBR 90.31%	<p>Actions to include:</p> <p>Consultation with a group of parents to look at ways to support this group/look at current barriers.</p> <p>Start a working group to begin to carry out actions</p> <p>Promote positive actions/messages through this group.</p> <p>Further actions to be identified as the group starts to work together</p>	NS/ST/RJ	<p>Attendance officer to have targets termly to reduce this gap</p> <p>Establishment of a working group that maintains numbers and contributes to actions agreed.</p>	Good attendance at first two meetings: over half attendees were NWBR
To reduce the gap in attainment between boys and girls in writing difference of less than 10%	The attainment data for Spring Two (2018) shows: 5 out of 6 year groups show a gap between girls and boys writing 4 out of 6 year groups show a gap of at least 18% difference but as high as 36%	<p>Actions to include:</p> <p>Look into a promoting a love of reading via Book blog?</p> <p>Target/moderate more boys for Greater Depth.</p> <p>Evaluate the curriculum topics/book choices for boy interest</p> <p>Purpose for writing to be clear.</p> <p>Further pupil voice to evaluate further</p>	ST/Phase leaders	<p>Term on term reduction of gap.</p> <p>Pupil voice: implementation of ideas/able to describe changes.</p> <p>Boys engagement with Book blog vs Accelerated Reader</p>	
To challenge and broaden children's awareness of cultural diversity	A number of racist incidents. Some are intentional, others are repeated conversations.	<p>Actions to include:</p> <p>Curriculum –audit and look at making 'minority groups' be not seen as such</p>	'Wider world team'	Indicators to be added following a baseline measureable	

	<p>Parental comments and lack of engagement following a trip to a religious building</p> <p>Anecdotal evidence of comments by children about pre-conceived ideas/stereotyping</p> <p>Aspirations can be seen as low. Social mobility report shows Newark and Sherwood as 323/324 on social mobility rank</p>	<p>Rights respecting award work</p> <p>Trips/enrichment to raise awareness</p>		<p>Other indicators to include:</p> <ul style="list-style-type: none"> reducing the number of racist incidents (target to be set for next academic year based on this one) children showing high aspirations children demonstrating a broadened understanding and awareness of diversity which is evident in their knowledge. <p>Right respecting award - unicef</p>	