

Christ the King Catholic Primary School

Equality Objectives 2019-2020

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.

Aim	Action	Lead	Date	Resources	Success Criteria	Monitoring
To ensure that all pupils have access to quality first teaching in all age ranges; any underperformance is addressed swiftly.	LMT for English lead to monitor consistency, implement action plan and ensure reading is embedded across the curriculum. Non <i>negotiables</i> in reading adhered to by all staff. Peer support and mentor system implemented to target support. Regular drop ins and monitoring of teaching and learning ensures QFT for all.	KO FP	19-20	LMT for English lead	Outcomes in reading improve and progress KS1 to KS2 improves above the NA.	Half termly review of reading TL&A
To ensure that disadvantaged pupils' achievement in reading, writing and maths is improved to be more closely aligned to non-disadvantaged pupils.	Increase the number of PP pupils working at ARE+ for their age and making good progress from their starting point. PP lead monitors progress of PP pupils – termly action plans monitored by assessment lead. Plan and deliver interventions for those 'at risk' of not achieving their targets.	CT ML	19-20	LMT for Assessment, English and Maths leads Training for PSW and well-being team to support vulnerable pupils.	Gap narrowed between disadvantaged pupils and other pupils in specific year groups and subjects (especially RWM) especially in KS2.	Review in Dec / March and June
To accelerate progress for pupils with SEND through developing	SMART targets written by teachers. WALT and S2S pitched to meet the learning needs of SEND pupils and scaffolded to access learning independently.	FP ML	19-20	LMT for SENCo Training for PSW and well-being team to support	SEND pupils make improved progress from their starting point. Interventions	Review in Dec / March and June

independent learning.	Interventions identified to meet needs of pupils and pupil conferencing used diagnostically to identify specific steps for learning. Staff training in EEF model and metacognition.			vulnerable pupils.	demonstrate impact and improvements.	
To recognise and celebrate differences and promote tolerance for our differences.	School Council promote equality within the school community – MUGA use and gender uniform. Mini Vinnies promote equality across our local community. RE leader promote equality across our global community through CAFOD initiatives and Laudato Si. Identify opportunities in the curriculum to look at other cultures / countries, study the CAST values, Laudato Si and fairness across the world. Use collective worship to celebrate and promote the values of tolerance and love their neighbour. Use events such as WW memorial events, the Olympics, Spanish Day and the school jubilee to explore differences.	CT ML	Full year focus	Laudato Si SCARF resources CAST Values and Collective worship resources, Resource packs for WW1 and WW”, the Olympics and Spanish Day. School Diversity display identifying where staff and pupils come from.	Full understanding of sharing our ‘common home’ and that we are all equal in God’s eyes. Children know that tolerance and loving their neighbour includes forgiveness and standing up for what is right. CAST Values are communicated through the curriculum and understood.	