

**Scott Wilkie Primary School
Equality Action Plan:
January 17**

Equality Objectives: 1. Advance Equality of Opportunity Between People who share a Protected Characteristic and People who do not												
Objective	Current situation	Success criteria	Actions	Equality Strand							Lead	Links school policy or school development/ improvement plan
				Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender Reassignment		
To continue to reduce the gap between girls and boys in Reception	Reception GLD Boys: 48.3% Girls: 70.4% Difference - gap of 22.1%. (National gap of 15%).	Gap between boys and girls reduced, so that the gap is in line with the national gap.	Monitoring, interventions, S&L, provision including staff training		√						GC, KE	SIP – EYFS Action Plan, Key Issues 2 & 3
To raise attainment of White British to be in line with national	End of KS2 APS Reading (national) 27.0 (29.2), Writing 26.3 (28)	WB attainment at the end of KS2 is in line with national WB attainment	Track progress. Ensure effective intervention is used to raise the attainment of White British			√					SLT	SIP – Key Issue 1: Teaching and Standards, Key Issue 3: Progress KS1 to KS2, T&L Policy
To raise attainment of children who do not have support at home with reading	Some children are below their peers and do not receive support with reading at home.	Children are identified and have access to a reading partner at school.	Targeted use of KS2 reading partners with KS1. BRSP – TAs Identify and train additional adult volunteers.	√	√	√		√			FQ	SIP – Key issue 4 & 5.

To reduce the persistent absence of White British children	2015-16 persistent absence was 22.9% (national 8.1%)	Persistent absence figure for White British is reduced.	Walking bus/breakfast club, following attendance policy – calls/referrals			√						SIP – Key Issue 7
Underachieving girls in Year 3.	There is a group of girls in Y3 who were not expected at the end of KS1 who need to make accelerated progress to ensure that they are expected by the end of Key Stage 2.	Identified girls meet their target.	Investigate cause Intervention Targeting in class – focus children. Careful monitoring of progress termly and within lessons.			√						SIP – Key Issue 5, Y3/4 Phase Leader action plan

Equality Objectives: 2. Foster Good Relations Between People Who Share a Protected Characteristic and Those Who do Not												
Objective	Current situation	Success criteria	Actions	Equality Strand							Lead	Links school policy or school development/ improvement plan
				Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment		
To continue to develop workshops for parents by increasing range and continuing to increase attendance	Attendance has improved but need to continue to address. Workshops are not distributed evenly through the year.	Wider range of workshops. Run workshops targeting specific groups – shorter but more often (e.g. RWI). Attendance at workshops is increased.	Identify workshops. Middle leader session. Ensure publicity encourage attendance through children and targeting specific parents.	√	√	√	√	√	√	√	JO	
To parenting classes led by parents – (Headstart) for families with difficulties.	Some parents are struggling to provide boundaries for their children and manage their behaviour appropriately.	Children will feel safe and secure.	Book dates and ensure parents are aware of dates and monitor attendance	√	√	√	√	√	√	√	JE	
To continue to develop the school PTA	PTA is limited to a couple of parents.	PTA sustained & involvement in school events/ fund raising. Wider involvement	To encourage wide representation – reps from each class, to be involved in school events	√	√	√	√	√	√	√	JE/DP	

To continue to develop the School Council	School council now meet regularly but do not report back to class and take forward ideas from class.	School council members feed back to class and class make suggestions/ raise concerns via school council.	Discuss with teachers in SM Monitor HP to attend network meetings.	√	√	√	√			√	√	HP	SMSC Action Plan
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Equality Objectives: 3. Eliminate Unlawful Discrimination, Harassment and Victimisation as defined by Equality Act 2010													
Objective	Current situation	Success criteria	Actions	Equality Strand							Lead	Links school policy or school development/ improvement plan	
				Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment			
To embed work on LGBT.	Awarded Educate & Celebrate Best Practice Award.	LGBT more embedded in school life.	Focus during Anti-bullying week. To look at reading spine with the aim of incorporating the LGBT texts within this.						√	√	LT	SMSC Action plan	
To continue to develop children's understanding of British Values	We have developed children's understanding of British Values but need to build on this.	Chn have a deeper understanding of British values, & how being British is something they have in common with children & adults in their class and that being British does have to conflict with their religion or ethnicity.	Citizenship day in Spring term develops understanding of democracy and rule of law. Tolerance Election of head boy and girl. Cultural week in the summer term – British day. Values of liberty and mutual respect taught throughout the year – P4C. Book P4C training for NQTs delivered by CC.	√	√	√	√	√	√	√	PSHCE leader	SMSC Action Plan	