

**Scott Wilkie Primary School
Evaluated Equality Action Plan:
January 16**

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	<u>Evaluation</u>
				Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender Reassignment		
To reduce the gap between girls and boys in Reception	Reception GLD Boys:47.6% Girls: 78.3% Difference: 30.7%	Gap between boys and girls reduced, boys in line with national (52%)	Monitoring, interventions, S&L provision including staff training		√						GC, KE	Reception GLD Boys: 48.3% Girls: 70.4% Difference - gap narrowed from 30.7% to 22.1%. (National gap of 15%).
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	White British Attainment: Reading 50% (66% National) Writing 67% (74% National) Maths 83% (70% National) Progress in all three subjects was inline or above national.

To continue to improve the overall attendance by targeting persistent absentees	2014-15 overall attendance was 95.2%	To increase overall attendance – target 96%	To continue to implement existing strategies and ensure home visits and fining is implemented consistently and timely.								DP	Overall attendance 2015-16 was 96% - Target achieved.
To raise attainment so combined is 85%	2015 combined 4b below national	2016 combined is in line with national	Careful tracking of combined, quality first teaching, small groups, intervention	√	√	√	√				FQ	New tests impacted on combined nationally. 2015-16 combined (expected in reading, writing and maths) was 71% (National 53%) – Target achieved.

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	Evaluation
				Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment		
To continue to develop workshops for parents by increasing attendance.	A number of workshops have been provided but attendance for most has been low	Attendance at workshops is increased.	Identify workshops ensure publicity encourage attendance through children	√	√	√	√				JO	Register of attendance at workshops kept by office. 24+ workshops run over the year: Attendance at workshops improved. (Average 14 parents)
To provide Triple P parenting classes 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	Triple P classes run by JE – 4 parents took part. Next year to look at alternative parenting class provision
To develop the school PTA	PTA has just been relaunched.	PTA sustained PTA involvement in school events (e.g. fairs) and fund raising	To encourage wide representation – reps from each class, to be involved in school events	√	√	√	√				JE/DP	PTA relaunched – PTA helped run Summer Fair, organised Talent Show at the end of term. Now need to work on wider involvement.

To develop School Council	School council do not meet regularly have led on some school fundraising events	Increased pupil voice School council has a greater impact of the school	To meet every Friday, lead member of staff to be removed from lunch rota to enable this Training for lead member of staff	√	√	√	√			√	√	HP	School Council now meet weekly and have arranged a number of fund raising events throughout the year. Need to continue to raise pupil voice through ensuring issues are raised by class members and fed through to school council.
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Equality Objectives: 3. Eliminate Unlawful Discrimination, Harassment and Victimisation as defined by Equality Act 2010

				Equality Strand								
Objective	Current situation	Success criteria	Actions	Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment	Lead	Evaluation
To stop homophobic language being used.	Although a reduction, there were four incidents where children have used homophobic language to call each other names.	Children understand why using homophobic language is not acceptable and stop using it.	PSCHE - jigsaw Educate and Celebrate project						√	√	SLT	Awarded Educate & Celebrate Best Practice Award. Two incidents where children have used homophobic language.
To continue to develop children's understanding of British Values through democracy	Children have an understanding of democracy – how much do they link this to British values	Children understand democracy in Britain and how this is now the same across the world.	Citizenship week – focus on democracy British democracy compared to other places in the world Head boy/girl elections House captains	√	√	√	√	√	√	√	PSHCE leader	Understanding developed through citizenship week including election of head boy and girl and through cultural week – British day.