

St. George's Hanover Square CE Primary School

Working together for the achievement of all

EQUALITY PLAN 2019 – 2023

Ratified by	Senior Leadership Team
Date	October 2019
Date of or Review	Autumn Term 2020

Public Sector Equality Duty**Eliminate discrimination, harassment and victimisation**

	Action	Success criteria	Evaluation and Timescale
Behaviour Maintain high expectations of behaviour and positive interactions between all groups of children	Implement a new whole school Behaviour Policy with shared values and Golden Rules and a consistent approach to rewards and sanctions. School values and vision embedded in policy and practice. Termly monitoring of whole school behaviour records. Pupil Surveys	There will be a termly reduction in white slips. Significant incidents managed effectively and efficiently in line with whole school policy. Children feel safe and happy.	Termly report to FGB
Maintain high expectations of behaviour and positive interactions between all groups of children in the playground	Implement playground zones YMCA coach KS2 play leaders	Children enjoy playing games with Teaching Assistants at lunchtime. There will be coach-led activities at lunchtimes led by YMCA.	Termly report to FGB

Public Sector Equality Duty

Advance Equality of Opportunity between different groups

Target	Action	Success criteria	Evaluation and Timescale
<p>Reading: Children across the school make rapid and sustained progress to meet their challenging targets in Reading Children in Year 1 and 2 make rapid and sustained progress to meet their challenging targets in the phonics screening test</p>	<p>Please see end of year target setting document for information about expected achievement at the end of the 2019-20 academic year. Please see School Improvement Plan 2019-20.</p>	<p>Externally moderated Spring and Summer term pupil data is accurate. Disadvantaged: There will be diminishing differences between the attainment of disadvantaged pupils compared to non-disadvantaged pupils. In all year groups the disadvantaged, including the least and most able will make the same progress from their starting points as their peers. Most able: In all year groups the most able will meet their challenging attainment targets so that they always achieve their full potential across KS1 and KS2. In all year groups the most able will make good progress from their starting points so that they always achieve their full potential across KS1 and KS2.</p>	<p>Termly report to FGB</p>

		<p><u>SEND:</u> Children with SEND will meet their targets.</p> <p><u>EYFS:</u> In the EYFS, specific areas of literacy mirror outcomes in the prime areas through high expectations of pupils' achievements and a more formal approach to learning earlier in the autumn term, so that the cohort is Year 1 ready.</p> <p>The entry and exit assessments in EYFS are accurate.</p>	
<p>SEND Children with EHCPs meet their targets in July 2020.</p>	<p>The school's provision is reviewed so that it is precisely tailored to meet the contextual needs of the school and its children.</p> <p>Precisely targeted support for pupils on the SEND register is in place.</p> <p>Termly monitoring of impact of interventions takes place.</p> <p>Regular meetings with parents of children on the SEND register to discuss Local Offer and EHCPs targets.</p>	<p>Children with EHCPs meet their targets in July 2020.</p>	<p>Annual report to FGB</p>
<p>Attendance: Achieve a year-on-year (over three years) improvement in whole school attendance. Improve punctuality at the start and end of the school day</p>	<p>Set annual attendance target and share with key stakeholders through weekly reporting via school newsletter.</p> <p>Report class attendance weekly to children in assemblies and parents in the newsletter.</p> <p>Liaise with Early Help Team regarding children who have concerning attendance.</p> <p>Refer unauthorised absences to LA.</p> <p>Celebrate achievement of attendance target with whole school at weekly Chapel service.</p>	<p>Attendance for the academic year 2019-20 will be 96% (an improvement from 94% 2018-19).</p> <p>Children will arrive at school by 8.55am.</p> <p>Children will be collected from school at 3.30pm.</p>	<p>Termly report to FGB</p>

Public Sector Equality Duty**Foster good relations between different groups**

Target	Action	Success criteria	Timescale
The school promotes equality of opportunity and diversity exceptionally well, for pupils and staff, so that the ethos and culture of the whole school prevents any form of direct or indirect discriminatory behaviour.	Implement new whole school curriculum maps and unit plans which reflect the teaching of equality and diversity. Implement: Equalities Week Keeping Safe Week Anti bullying Week Pupil surveys	Whole school curriculum map, unit plans and displays reflect the teaching of equality and diversity. Pupils' books reflect the teaching of equality and diversity. Children feel safe.	