



Ss Alban & Stephen Catholic Junior School

Equality Objectives 2017 -2020

Aim	Action to be taken	Personnel	Timescale	Resources	Impact
Provide training for all staff and governors on equality and diversity	Provide specific INSET to staff on equality training. Use opportunities as they arise during INSET to provide training on equality and diversity.	HT & DH to lead All staff and governors	Training on equality policy and duty Spring / Summer Term 2018	Time for meetings	All staff and governors aware of legislation and responsibilities of all stakeholders
Improve provision for pupils for whom English is an additional language, particularly new	Home visit by Safeguarding Lead. Information shared. In class teachers will select pupils to buddy/mentor new arrivals. Teachers to make early	Safeguarding Lead (SR) Class teachers and support staff	Support on-going from date of school place offer	Time for meetings	New pupils are supported and interventions put in place to ensure a positive transition to Ss Alban & Stephen Catholic Junior School

arrivals at the early stage of English acquisition	assessment of EAL needs and identify appropriate interventions.				
Narrow the pupil premium gap in Reading, Writing and Maths in all year groups	Increase the number of Pupil Premium pupils working at the expected standard for their age. Monitor the achievement of Pupil Premium pupils. Plan and deliver interventions to address gaps in learning as identified through on-going assessment.	KB to manage PP intervention programme All class teachers and LSPs HT	On going	Time for meetings Cost of resources to support learning	Gap narrowed in specific year groups and subjects (as identified through data analysis)
Promote understanding and respect for differences.	Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity.	HT SLT All class teachers and LSPs Governors Pupils	On-going	Cost of resources to promote understanding	Greater understanding and respect for differences The school ethos and curriculum promotes respect for the differences of the school community

	<p>Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.</p> <p>Use global sporting and cultural events as an opportunity to explore other cultures.</p>	<p>Parents</p>			<p>Issues are covered through lessons, assemblies and staff training</p>
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