



Birley Primary Academy

A L.E.A.D. Academy

Equality Objectives 2017 – 2021

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. We will regularly review the progress we are making towards meeting our equality objectives.

Aim	Action to be taken	Personnel	Timescale	Resources	Impact
Provide training for all staff and governors on equality and diversity.	Provide specific training to staff via INSET day. Use opportunities as they arise during whole staff training sessions to provide training on equality and diversity.	HT and DHT to lead. All staff and governors.	Training on equality policy and duty Autumn term 2018.	Time for whole staff training.	All staff and governors aware of legislation and responsibilities of all stakeholders.
Narrow the pupil premium gap in reading, writing, maths and GPAS in all year groups throughout school.	Increase the percentage of pupil premium pupils working at both ARE and GD. Monitor the attainment and progress of all pupil premium pupils half termly. Plan and deliver intervention	DHT to oversee PP intervention and support. All class teachers and TA's.	On-going.	Whole staff training. Pupil progress meetings. Cost of resources to support learning.	Gaps narrowed in all year groups and subjects for both the attainment and progress of pupil premium children.

	to address gaps in learning as identified through on going assessment. Ensure these are reflected on the child's individual plan.				
Promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.	<p>Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minority and with a variety of abilities and to celebrate diversity.</p> <p>Use assemblies as an opportunity to celebrate festivals of a range of cultures and countries.</p> <p>Use events like the World Cup and the Olympics as an opportunity to celebrate other cultures.</p>	<p>HT.</p> <p>SLT.</p> <p>All class teachers and TA's.</p> <p>Governors.</p> <p>Pupils.</p> <p>Parents.</p>	On-going	Cost of resources to promote understanding	<p>Greater understanding and respect for differences.</p> <p>The school ethos and curriculum promotes respect for the differences within the school community.</p> <p>Issues are covered through lessons, assemblies and staff training.</p>
To narrow the gap between boys and girls in writing and GPAS throughout school.	Increase the attainment and progress of boys at both the expected standard and greater depth in writing and GPAS.	<p>HT/DHT to monitor through data tracking.</p> <p>Curriculum leaders.</p> <p>All class teachers and TA's.</p>	On-going	<p>Time for meetings</p> <p>Cost of resources to support learning – particularly around the engagement of boys within the curriculum.</p>	Gap narrowed in specific year groups between the attainment and progress of boys and girls in writing and GPAS.

