

St Mary & St Joseph's Catholic Primary School

Equality Objectives 2021-2022

The Equality Act 2010 requires schools to publish specific and measureable 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.

Aim	Action	Lead	Date	Resources	Success Criteria	Monitoring
To improve standards and progress in reading and writing for all pupils in order to achieve at least in line with national by the end of KS2.	Analysis of prior data outcomes to identify areas of weakness. Continued Gap analysis of TA assessments following national lockdown and follow up recovery plan. Revamp the 'High 5' reading challenge. Parent Info. session to inform and support with High 5 reading & vocabulary challenge. Reading Reward certificates continued for children. All classes to have a balance between weekly whole class reading and guided reading. Introduce new highly decodable reading books for early readers.	KC SR SH	Sept '21	Long & medium term plans for English lead	Outcomes in reading improve and progress from KS1 to KS2 improves so that at least in line with National. More children developing a love of reading. Younger pupils build confidence step by step in their early reading development.	Half termly review of reading TL&A
To improve standards and progress in Maths problem solving for all pupils in order to achieve at least	Through pupil discussion and book looks, identify areas of weakness. Continue with problem solving tasks each week to help application of calculation skills and articulate mathematical vocabulary.	KC GD	21-22	Long term & medium term plans for Maths lead (KC) Training for PSW and well-being team to support vulnerable pupils.	Improvement of problem solving skills and mathematical vocabulary especially in KS2.	Review in Dec / March and June

in line with national by the end of KS2.	Involve groups of children in outdoor Maths weekly problem solving sessions.					
To develop feedback for pupils with SEND to promote independent learning (EEF model).	<p>SMART targets agreed with children and their teachers, then shared with parents. WALT and S2S pitched to meet the learning needs of SEND pupils and scaffolded to access learning independently.</p> <p>Introduce the 'yet' word (I can't do it YET') Interventions identified to meet needs of pupils and pupil conferencing used diagnostically to identify specific steps for elearning.</p> <p>Staff training in Rosenshine's Principles.</p>	AP GC	21-22	Time given for SENCo monitoring, and well-being/ ELSA team to support vulnerable pupils.	SEND pupils make improved progress from their starting point. Interventions demonstrate impact and improvements.	Review in Dec / March and June
Promote understanding and respect for differences.	<p>Identify opportunities in the curriculum to look at leaders in the world today (global connections) other cultures / countries, study the CAST values, Laudato Si and justice/ fairness across the world.</p> <p>Use collective worship time to celebrate and promote the values of tolerance and love of one's neighbour. (Mission statement 'Do everything with love')</p> <p>Use events such as WW memorial events AND sporting events to explore differences.</p> <p>Ensure uniform code reflects our equality aims</p>	GC SW All staff	Full year focus	Laudato Si Life to the Full & SCARF resources CAST Values and Collective worship resources, Resource packs for WW1, WW2, AND the Olympics. Celebration of children's nationalities.	Full understanding of sharing our 'common home' and that we are all equal in God's eyes. Children know that tolerance and loving their neighbour includes forgiveness and standing up for what is right. CAST Values are communicated through the curriculum and understood.	