

Springfield Community Primary School is committed to ensuring equality of provision through out our school community. Our equalities objectives for the year 2017-2018 are as follows:

- To increase parental engagement across the school, particularly for parents and carers who have English as an additional language
- To further develop pupils’ awareness and understanding of different communities and faiths, reducing prejudices and increasing pupils’ understanding of equality
- To narrow the attainment gap between girls and boys in KS2 in Maths , ensuring that the % of girls who achieve outcomes that are above average is in line with boys.

Equality Objective 1	
To increase parental engagement across the school, particularly for parents and carers who have English as an additional language	
Success Criteria	Monitoring
EAL parents are supporting their children at home with homework EAL parents attend regular workshops linked to the curriculum Parents feel welcome in school and more EAL parents are volunteering in classes	Tracking of progress of EAL pupils Logs of EAL parents who attend workshops Visit report from link governor
Actions	
<ul style="list-style-type: none"> <li>• All leaders to be involved in running workshops/family learning sessions over the year</li> <li>• Workshops are planned in advance and on website</li> <li>• Leaders track progress of EAL pupils</li> <li>• Training for parents in online homework programmes, including Little Bridge</li> <li>• Parents invited into classes to observe lessons and take part in regular open mornings/afternoons</li> </ul>	
Review	
<p>ESOL classes for EAL parents have been running twice a week and will continue next year. A group of about 18 parents have shown a real commitment to developing their skills in English and have also formed a strong network of support for each other. Attendance was 90% through out the year.</p> <p>EAL parents attend homework club with their children once a week.</p> <p>A group of Romanian parents have spent time in schools, getting to know how schools in the UK work and also learning how to support their children at home. They have attended coffee mornings and observed maths lessons being taught in schools.</p> <p>Translators have been provided for parents at parent meetings and meetings in school</p> <p>Multi lingual staff are available to help with translation</p> <p>EAL pupils are making good progress. The provision for new arrivals is good. Extra support is given to ensure they make accelerated progress. The impact of this work can be seen in outcomes at the end of KS1 and 2 in all subjects.</p> <p>Next steps: increase workshops for parents, focusing on how they can help at home with maths.</p>	

Equality Objective 2	
To further develop pupils’ awareness and understanding of different communities and faiths, reducing prejudices and increasing pupils’ understanding of equality	
Success Criteria	Monitoring

<p>Rights Respecting ethos continues to permeate the school All children have opportunities to find out more about different faiths Pupils are developing a deep understanding of equality and feel confident to challenge views that may be prejudiced.</p>	<p>Book monitoring (RE books) School committee link report Pupil conferences Meeting with school council – logs of minutes</p>
<p><b>Actions</b></p> <ul style="list-style-type: none"> <li>• Leaders to plan out a new assembly structure to address prejudices and increase understanding of equality</li> <li>• All classes to plan at least one visit to a place of worship</li> <li>• Ensure regular monitoring of RE books happens and teachers have the resources they need to teach RE</li> <li>• Book in a range of visitors to talk to children about issues linked to equality.</li> </ul>	
<p><b>Review</b></p> <p>New assembly structure in place Focus on equality has centred on celebrating differences; senior leader attended training by an organisation called Stonewall and has led assemblies around celebrating differences within families as well as individuals. Dance workshops took place to celebrate the Hindu festival of Holi We opened up our forest school to the local Jewish school who came regularly through out the Autumn and Spring term Art workshops took place to celebrate Chinese New Year RE is being taught across the school and work in books demonstrates that children are learning about different faiths. Next steps: provide opportunities for children to visit other places of worship Continue to build on children understanding of equality</p>	

<p><b>Equality Objective 3</b></p>	
<p>To narrow the attainment gap between girls and boys in some KS2 classes in Maths , ensuring that the % of girls who achieve outcomes that are above average is in line with boys.</p>	
<p><b>Success Criteria</b></p> <p>The attainment gap between boys and girls in key classes in Maths closes further The % of girls who achieve above average outcomes in Maths is in line with boys or closing.</p>	<p><b>Monitoring</b></p> <p>Lesson observations and book looks Tracking of identified girls who are making slower progress than boys Observations of interventions</p>
<p><b>Actions</b></p> <ul style="list-style-type: none"> <li>• Class teachers to review their data in Maths , identifying any girls who are not making as much progress as they should</li> <li>• Close analysis of reasons why this may be the case</li> <li>• Interventions in place to accelerate progress</li> <li>• Regular review meetings to discuss progress</li> <li>• Involvement of parents.</li> </ul>	
<p><b>Review</b></p> <p>Outcomes for girls at greater depth in Y2 are in line with boys. However a number of girls (3 ) didn't achieve the expected standard .</p> <p>A higher proportion of girls than boys achieved a higher score at the end of KS2 (27% girls/20% boys)</p>	

