



Saint Andrew's Primary School Equality Objectives 2017-2021

Equality objective 1: *Raise the attainment of pupils supported through PP in order to close the gap between PP children and their non-PP peers*

Why we have chosen this objective:

The school serves a very diverse community, including particularly wealthy, and we have identified that this poses a barrier to the self-esteem and aspiration of some of the PP children and their families.

To achieve this objective we plan to:

Fortnightly focus meetings on progress of those PP children who have fallen behind or who are at risk of falling behind, or who are not making sufficient progress. The Focus meeting will be with SMT and class teachers and will focus on identifying barriers and seeking and implementing strategies to overcome them. Increase parental participation and training.

Progress we are making towards achieving this objective:

Appointment of highly skilled PP teachers. Careful monitoring and additional funding to provide ex-curricular enrichment activities.



Equality objective 2: Increase the representation of teachers and adults working in the school from all groups (gender(esp male), non-white British, EAL, LGBT, age, disability) and communities over a four-year period (from this September 2017 to July 2021), so that these groups are more representative of the wider community served by the school.

Why we have chosen this objective:

88% work force are female compared to 12% Male
86% work force are white British compared to 14% BME

To achieve this objective we plan to:

Positive advertisements to be clear that we welcome applications from all groups
Ensure long and short listing includes where appropriate applicants from minority groups
Continue to actively seek volunteers from these groups

Progress we are making towards achieving this objective:

2018
2019
2020