



St Mary Magdalen's RC Primary School



EQUALITIES OBJECTIVES 2016-2020

Pupil Achievement

Objective:

To identify, employ and evaluate further strategies to increase the progress of boys writing across the school and boys Speech & Language (KS1), in order to close the gap between the attainment of boys and girls.

Why:

Analysis of school achievement data shows that in some areas, particularly writing, boys are not achieving as well as girls within the school. This is not across the whole school however as, for example, boys are out-performing girls in Year 2 and well above national. St Mary Magdalen's boys achievement in general is in line or above with boys nationally for expected outcomes – they fall below national for 'Greater Depth'. There are a number of cases within KS1 where boys are receiving Speech and Language support.

How:

The school will ensure that all teachers are aware of the need to ensure that boys make at least good progress in all subjects. SLT will focus on training opportunities relating to 'Raising Boys Achievement in Writing'. The school SENDCo will liaise closely with Speech and Language services and relevant class teachers.

Pupil Progress meetings will be used to identify children at risk of not making good progress - boys will be one of the vulnerable groups that teachers will consider when identifying their target children for necessary interventions.

Outcome:

Boys will continue to make good or better progress and the attainment gap between boys and girls, particularly in writing will be reduced. Speech and Language skills will show improvements, particularly with boys identified as requiring further support.

Employment

Objective:

To ensure that school provision for staff before, during and after maternity represents excellent practice in terms of staff and pupils.

Why:

We have recently had a number of teaching staff becoming pregnant.

How:

- Relevant leadership to be clear about employer's and employees' responsibilities before, during and after maternity leave and to seek advice from HR, where necessary.
- To maintain open lines of communication to ensure clarity and transparency of expectation.
- To ensure that individual and policy decisions are made in the best interests of the education of the children and the well-being of staff.
- To manage expectations of parents of children in classes affected by teachers leaving for or returning from maternity.

Outcome: Members of staff who are pregnant, on maternity or returning to work have their rights and needs met in a culture of trust and respect, while minimising any disruption to the smooth running of the school and the effective education of the children