

MARVELS LANE PRIMARY SCHOOL

EQUALITIES OBJECTIVES 2016

Pupil Achievement

Objective:

To identify, employ and evaluate further strategies to increase the progress of boys across the school and, therefore, close the gap between the attainment of boys and girls, particularly in reading.

Why:

Analysis of school achievement data shows that in some areas, particularly reading, 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 Marvels Lane boys achievement in general is in line with boys nationally.

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.
- ~ 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 TAPP (Team Around the Pupil Progress) interventions.
- ~ Strategies to promote reading throughout the year will include strategies particularly directed at boys.

Outcome:

Boys will continue to make good or better progress and the attainment gap between boys and girls, particularly in Literacy will be reduced.

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 been experiencing a disproportionately high number of staff, particularly teachers, 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.