

## Fairlands Primary School - Equalities Action Plan 2021-2022

Equality Objectives	Protected Characteristic	Target Group	Action	Measurable success indicator	Timescale	Review date
<b>Embed approaches within the curriculum to challenge inequalities</b>	All groups	All groups	Map knowledge contexts within all subjects, ensuring there is positive representation of all protected characteristics  Provide a wider range of texts to represent groups with protected characteristics	Higher proportions of pupils say that they enjoy the curriculum and learning	2021-2022	April 2022
<b>Secure external support for children with high level SEND</b>	Pupils with SEND	Pupils with SEND with behavioural needs	Ensure large caseload of EHCP applications is prioritised	Percentage of SEN pupils working at broadly ARE+ will increase.	2021-2022	April 2022
<b>Ensure attainment for disadvantaged pupils is the same as for non-disadvantaged pupils*</b>	Economic disadvantage	Pupils at risk of disadvantage	Ensure catch up premium impacts on children at risk of disadvantage	To ensure the difference diminishes between disadvantaged pupils and non-disadvantaged	2021-2022	April 2022
<b>Provide targeted support for children at early stages of English proficiency</b>	Economic disadvantage	Pupils with English as an additional language	Ensure pupils who are new to English or at early stages of English acquisition continue to be identified.  Develop wider range of pedagogic insight and strategies to support pupils with EAL: FIM focus for Autumn 2021	Percentage of EAL pupils working at broadly ARE+ will increase.	2021-2022	April 2022
<b>Increase awareness of issues and support strategies relating to gender diversity</b>	Gender diversity	Pupils & staff who identify as gender diverse	Increase staff awareness of issues around gender diversity and signpost to relevant resources  Provide support to pupils who are expressing gender diversity	Individual case studies demonstrate impact of increased awareness and support	2021-2022	April 2022

*\*Although not protected characteristics under the Equality Act 2010, our school is also committed to protect all members of our community from discrimination and harassment based on socio-economic disadvantage and appearance.*