
	Name of School	Upminster Infant School
	Policy Reviewed Date	March 2017
	Next review Date	March 2021
	Reviewed By Governors Signature	Governors Name: Jeff Stafford 

Public Sector Equality Duty

The Public Sector Equality Duty of 2010 requires all public bodies to consider all individuals when carrying out their day to day work and to eliminate discrimination, advance equality of opportunity and foster good relationships between different people when carrying out their activities. We do all in our powers at Upminster Infant School to ensure that there is equality of opportunity for everyone in our school community and that nobody is discriminated against. Our key objectives for are to:

1. Improve rates of progress of boys in writing;
2. Narrow the gap in performance of Pupil Premium children compared to all children;
3. Increase rates of progress of pupils with SEND.
4. Children to understand that protected characteristics can be positive.

Equality Objective: Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

Objective1: ***improve rates of progress of boys in writing.***

Actions:

- Provide texts that appeal to boys, e.g. First News
- Poetry Week with poet Brian Moses
- Author Patron – Matt Oldfield – to carry out workshops with underachieving boys
- Monitor impact and progress through Pupil Progress Meetings

Progress we are making towards this objective:

- Ofsted, December 2016, noted through book-looks that ‘the gender difference for progress in writing is closing.’

Objective 2: ***Narrow the gap in performance of Pupil Premium children compared to all children***

Actions:

- Effective feedback time between teachers and PP children on a weekly basis
- 1 to 1 tuition
- Booster sessions
- Mentoring

Progress we are making towards this objective:

- Internal data shows that generally, the % of PP children achieving ARE increases as you move through the school;
- The gap between PP children and all children achieving ARE decreases as you move through the school, and in Year 6 writing, the % of PP children at ARE exceeds that of all children.
- Raise on line, 2016, showed that the progress of disadvantaged pupils in Maths is higher than all pupils nationally
- Raise on line, 2016, showed that attainment of disadvantaged pupils is higher than all pupils nationally

Objective 3: ***Increase rates of progress of pupils with SEND***

Actions:

- Interventions in place to ensure rapid progress of children, e.g. Power of 2, Phonics, Booster sessions
- Pupil Progress meetings held to discuss impact and progress and to revise any interventions
- SENCO works with specific children with SEND on a weekly basis

Progress we are making towards this objective:

- Internal data shows that over 90% of Year 3 SEND are on track for making good progress since KS1
- Progress in writing is good for SEND pupils in years 5 and 6
- Raise-on-line 2016 showed that attainment and progress of SEND pupils is higher than those children nationally

Equality Objective: Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

Objective 4: ***Children to understand that protected characteristics can be positive.***

Actions:

- Review and amend SRE policy and share with staff
- Review and amend PSHE policy and share with staff
- Regular Circle Times
- PSHE lessons that discuss differences and how they are positive

Progress we are making towards these objectives

- PSHE policy and scheme of work developed
- Folder of resources created for all teachers
- Circle Times taking place twice in three weeks.