



Equality objectives Action Plan

September 2023

To be reviewed annually.

Identified concern:	The school has identified that there is a gender gap in outcomes in writing in EYFS and KS1.
Objective:	To ensure that equal opportunities are given to all pupils in all subjects.
Aim:	To diminish the gap between the interests that boys display in writing compared to girls by encouraging boys to actively engage in the writing process from an early age.
Action:	<p>To achieve this objective, the school will:</p> <ul style="list-style-type: none"> • Ensure that curriculum topics are appealing to boys to motivate them and encourage engagement in writing tasks. • Ensure that early writing and mark marking is prioritised and developed through a highly literate environment where all pupils can observe writing being carried out. • Ensure boys are targeted for specific intervention where required to ensure that the gap is closed quickly. • Ensure that learning needs are addressed swiftly on entry to the school. • Ensure that parents are aware of their child's progress in all areas and what is expected through the curriculum.
Responsibility:	The Head of School and Executive Headteacher will be responsible for developing this objective; however, all staff are responsible for ensuring that all pupils receive equal opportunities to access writing across the curriculum.
Affected parties:	Analysis of results over recent years shows this to be an ongoing trend. Although this is complicated by other factors such as SEND, it is a priority across the school.
Timescales:	<p>Ongoing.</p> <ul style="list-style-type: none"> • Staff will receive regular training throughout the year as part of INSET and staff meeting time. • Training in reading development will also impact on the teaching of writing as the two are intrinsically linked. • Quality first teaching will be monitored regularly, as will the successfulness of interventions. <p>Progress will be reviewed termly and annually.</p>

Success criteria:	The attainment gap between boys and girls will narrow as an average over time.
Review:	Pupil progress meetings will be used to review the progress of children to allow comparisons to be made. At the end of each academic year, outcomes for boys and girls will be compared and action plans developed to improve performance.

Identified concern:	Many girls do not engage as well as boys in sporting activities including PE.
Objective:	To increase participation in PE and competitive sport for girls across the school by ensuring the offer is wide and varied to interest all.
Aim:	To ensure that all pupils see the value in being actively engaged in sport and fitness on their physical and mental health and that they continue to participate in later life. All pupils will subsequently improve their skills and have increased confidence in their own ability.
Action:	<p>To achieve this objective, the school will:</p> <ul style="list-style-type: none"> • Ensure all staff have appropriate CPD and resources to be able to deliver sporting activities well. • Ensure that girls are targeted for participation in all sporting events and that they have the support to do so. • Ensure that there is a good representation of women in sport that the children can aspire to – invite sportswomen into school as role models, display motivational material around school • Make links with local sports club to engage more pupils in out of hours activity. • Promote the women's Euros particularly the matches that will be held in Rotherham. Links with RUFC to promote this.
Responsibility:	The Head of School and Executive Headteacher will be responsible for developing this objective and implementing the appropriate actions.
Affected parties:	Girls who have not previously engaged well with both the curriculum offer with sport and also out of school sporting activities.
Timescales:	Ongoing.
Success criteria:	<p>The outcomes for boys and girls in PE assessments will be closely aligned.</p> <p>Surveys will show that the balance of boys and girls engaged in competitive sport out of school will be more closely aligned.</p> <p>More girls will compete in local events with the school.</p>
Review:	<p>A questionnaire will be completed by girls across the school at the end of the year to determine their views and participation levels.</p> <p>This will be monitored annually to see how views and engagement have changed over time.</p>