



# Reading Girls' School



## Equality Action Plan 2016-2017

December 2016

Public Sector Equality Duty	Equality Objectives	Actions	How will the impact of the action be monitored?	Who is responsible?
<ul style="list-style-type: none"> <li>Foster good relations between different groups</li> <li>Eliminate discrimination</li> </ul>	<ul style="list-style-type: none"> <li>To create an environment where difference and diversity are valued and discrimination is tackled efficiently</li> </ul>	<ul style="list-style-type: none"> <li>Ensure that equality and diversity and mutual respect are a common theme within all school functions</li> <li>Collect data on incidents of bullying and the nature of these</li> </ul>	<ul style="list-style-type: none"> <li>Reduction in the number of incidents relating to discrimination</li> </ul>	<ul style="list-style-type: none"> <li>The Senior Leadership Team, Pastoral Leaders</li> </ul>
<ul style="list-style-type: none"> <li>Advance equality of opportunity between different groups</li> </ul>	<ul style="list-style-type: none"> <li>To eliminate the achievement gap between Pupil Premium students and others</li> <li>To improve outcomes for Looked After Children</li> <li>To ensure that students with Special Educational Needs make as much progress as other students</li> <li>To ensure good outcomes for students from minority ethnic groups</li> </ul>	<ul style="list-style-type: none"> <li>Establish quality first teaching that is at least good for all students through a rigorous coaching and performance management process</li> <li>Set targets that stretch all students and monitor progress against these, intervening where necessary</li> <li>Assess the outcomes of SEN and Pupil Premium expenditure</li> <li>Offer good quality interventions in English and Maths with continued success in improving literacy and numeracy levels</li> <li>Secure opportunities for students to take a relevant qualification in their own language or to take an English as an Additional Language GCSE.</li> </ul>	<ul style="list-style-type: none"> <li>Lesson observation procedures and learning walks</li> <li>Teacher assessments and data tracking</li> <li>Intervention records with success criteria</li> <li>Reading, spelling and numeracy ages tested annually</li> <li>Exam results</li> </ul>	<ul style="list-style-type: none"> <li>The Senior Leadership Team, Heads of Faculty (especially English &amp; Maths) and teaching staff</li> </ul>