

Equality & Diversity Plan 2016-19

Achievements to July 2017

- Gender: Gender gap removed in KS2 Sat reading and maths at expected level . In KS2 reading, boys achieved higher results than girls at Woodhouse. In year 7 the gender gap was removed in English and maths. In year 8 a gap remained in English. The transgender policy has been written and implemented. A transgender pupil successfully completed time at Woodhouse.
- SEND: Key worker roles developed successfully to support pupils and parents and build home/school communication, pupil-led assemblies telling others about their areas of difficulty.
- Socio-economic: Letters sent to parents of disadvantaged pupils, weekly updates about PP pupils in briefing, all staff using differentiated strategies, disadvantaged pupil academic gap reduced by the end of year 6 at expected level in reading and writing, no significant pp/all pupil difference in attendance (all pupils 96.79%, disadvantaged 96.5%), all above national.
- Culture/race/religion: Twinning with Italian school extended to include visits to and from Fusignano, assemblies and workshops organised to build understanding of different races and cultures including refugees and asylum seeker, the range of languages and culture taught in MFL is extended. Displays have been audited and a new display set up showing the different countries of origin of pupil family members.

Area	Aim	Action	Person responsible	Timeframe
Gender	Ensure transgender pupils are supported successfully and supported, not harassed by pupils	<ul style="list-style-type: none"> • Involve appropriate organisations • Develop pupil and staff understanding • Provide appropriate counselling • Monitor 	SLT, pupil support assistant, all staff	In place during 2016-17 Review termly
	Reduce boy gender gap in literacy at KS3	<ul style="list-style-type: none"> • Identify issues • Devise appropriate strategies, linking with other schools • Monitor results 	SLT, all staff	Review termly
SEND	Accessibility	See accessibility policy		
	Develop awareness of SEND issues	<ul style="list-style-type: none"> • Audit staff and pupils to gauge current understanding • Provide training/information to fill gaps, ideally involving the children themselves – hold disability awareness week 	SLT, SEND co-ordinator	Initial audit Autumn term 2016 Review end of year
Socio-economic	Reduce disadvantaged pupil gap	<ul style="list-style-type: none"> • Ensure parents are more aware of the pupil premium support and ways of helping their children • Ensure teachers have clear strategies to enable each pupil to achieve • Ensure there is weekly communication about disadvantaged pupils 	SLT, all staff	From Sept 2016 Review each half term
Culture, race, religion	Continue to develop understanding and appreciation of different cultures	<ul style="list-style-type: none"> • Re-establish links with Sierra Leone and plan linked PSHE sessions • Evaluate and improve the multi-cultural activities for the multi-cultural week across town • Strengthen links with Asylum seeker/refugee charity • Audit displays around school for promotion of diversity 	SLT, PSHE co-ordinator, all staff	Review progress termly