



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