



Mountbatten Primary School
Equality Action Plan
2023-2024



Equality objectives					
To promote understanding and respect for differences, including staff training on equality and diversity.					
To further narrow the gap for disadvantaged pupils and boys in Reading, Writing and Maths in all year groups.					
To improve provision for pupils for whom English is an additional language.					
To improve provision and progress for pupils with a special educational need and/or disability.					
Aim	Specific actions	Responsible	Budget / resources	Timeframe	Impact
To promote understanding and respect for differences, including staff training on equality and diversity	<ul style="list-style-type: none"> Follow Jigsaw lessons which have been updated with changes to RSE Promote British values and SMSC through-School life events - school council - Mountbatten 50 - Assembly focus for jigsaw -Identified opportunities within the curriculum Promote a range of beliefs - Rev. Aian church assemblies - festivals in yearly timetable -3x RE 	JW and PSHE subject leader to lead		Weekly Jigsaw lessons	Proposed impact: Greater understanding about differences Issues are covered through lessons, assemblies and CPD
		All staff to plan and embed	Allocated trip/ experiences for MB50 budget	Yearly review	
		RE lead MFL lead		Weekly	
		Curriculum lead	Time to plan	Each term	
			Time to plan	Each term	



Mountbatten Primary School
Equality Action Plan
2023-2024



	day with focus on additional religion by year group -2x 'world days' exploring different cultures			September	
To further narrow the gap for disadvantaged pupils and boys in Reading, Writing and Maths in all year groups.	<ul style="list-style-type: none"> • Pupil Premium report and plan produced and reviewed annually • Pupil progress meetings termly • Attainment trackers termly and data analysis • Decrease gap between PP and national others • Boys focus for book look and moderation cycle • Interventions for gaps in learning • Reducing the gap for reading and writing in EYFS 	<p>Assessment, English and Maths subject leaders (AT, CH and JW)</p> <p>All staff to monitor and embed</p>	<p>Time allocated for meetings</p> <p>Time allocated for assessment input</p> <p>PP report to indicate interventions</p>	Ongoing through the year particularly at assessment points 5 x yearly	Proposed impact: A narrowed gap between disadvantaged pupils and boys Pupils individual targets and needs are identified.
To improve provision for pupils for whom English is an additional language	<ul style="list-style-type: none"> • Audit language levels of EAL pupils • Designated EAL lead 	<p>AT to lead</p> <p>All staff to monitor and embed</p>	<p>EAL budget</p> <p>Staff meeting time</p>	Ongoing based on need of pupils	Proposed impact: New pupils are supported and their needs identified early on. The pupils make rapid



Mountbatten Primary School
Equality Action Plan
2023-2024



	<ul style="list-style-type: none"> • Teacher to make early baseline assessments • Buddy system • Investment and training in learning village • Home to school support by Attendance Officer and Social, Emotional and Wellbeing worker 		Attendance Officer and Social, Emotional and Wellbeing worker time	December	and sustained progress in their language skills
To improve provision and progress for pupils with a special educational need and/or disability	<ul style="list-style-type: none"> • Track pupils progress and identify small next steps • Plan effective 'quality first' teaching • Train staff to teach pupils with SEN effectively • Provide interventions and resources • Celebrate the achievements of disabled role models nationally and globally. 	JW and SENCO All staff to monitor and embed	Pupil tracking data Time to plan Staff meeting time SEN budget PP report to indicate interventions	Ongoing	Proposed impact: Pupils individual needs are identified, and targets created to meet those needs. Celebrate inclusion and diversity through assemblies. A range of visitors in school who have disabilities. Provide larger text where needed



Mountbatten Primary School
Equality Action Plan
2023-2024



	<ul style="list-style-type: none">• Ensure a range of visitors enable pupils to engage positively with disabilities				
Evaluation (July 2024)					