

Holmleigh Primary School Ethnic Minority Achievement Policy/Guidelines 2019

Aims

To raise the achievement of all minority ethnic and EAL pupils and to ensure that they receive access to the full National Curriculum.

Organisation

Overall trends and patterns of performance are analysed by ethnicity and the needs of minority ethnic groups are addressed in the school's development plan.

Performance data is used to set targets and outcome measures for minority ethnic and EAL pupils in a yearly action plan.

Deployment of EMA (Ethnic Minority Achievement) is target led to meet the identified needs of ethnic minority and EAL pupils.

All ethnic minority and EAL pupils will be supported in the main in mainstream classes within a framework of sustained collaboration with class teachers. Strong links will be made to Literacy, Numeracy and Science targets and maximum access provided to all curriculum areas.

Resources

Culturally relevant teaching and learning materials, which reflect the communities represented at Holmleigh, are to be used within the context of the National Curriculum. There is ongoing development of a bank of collaborative teaching materials designed to improve curriculum access and curriculum focussed speaking and listening for all.

Assessment

The achievement of minority ethnic and EAL pupils against targets set by ethnicity will be reviewed twice yearly. This will occur within the context of the school's policy of teacher assessment, which is both formative and diagnostic.

Future targets will be set involving parents and children in the process.

The school has developed systems for the induction of new arrivals (see separate guidance).

Monitoring

Patterns of achievement and behaviour, including attendance and exclusions are to be monitored by ethnic group. Pupil achievement is to be monitored by ethnicity for National Curriculum assessments, SATs, English fluency for EAL pupils and teacher assessments. This data is to be used to:

- i. Set targets for raising attainment of under achieving groups and to develop strategies to ensure targets can be met.
- ii. Set targets for improving attendance and address exclusion of minority ethnic children.

Effective management and deployment of EMA staff will be monitored.

Equal Opportunities

We aim to ensure that all minority ethnic and EAL pupils achieve to their full potential.

Curricular and pastoral strategies will be reviewed to ensure that they benefit all minority ethnic groups and mentoring strategies will be considered.

Our ethos allows open discussion by the whole school community, including pupils and parents.

The Behaviour Policy includes specific guidelines on how to deal with bullying, racism and racial harassment.

Racist incidents are monitored.

Our in-service training programme includes training on equal opportunities and racial equality.

Community Links

At Holmleigh we aim to encourage and empower minority ethnic and EAL parents and local communities to be actively involved and to contribute valuable skills, knowledge and experience. We regularly inform parents and communities of educational practices and procedures at Holmleigh so that they are better equipped to support their children at home.

There is a regular meeting with Turkish parents to provide opportunities to pass on information and raise matters of concern.