

<b>Action Plan for :</b> Equality		<b>Date:</b> May 2016 – May 2019		<b>Written By:</b> A Shotter, S Gulzar, M Howes, A Knibbs, S Tisdale		
<b>Task:</b> To promote equality across all aspects of school life in line with the Equality Act 2010						
<b>Objective and rationale:</b>	<b>Success Criteria:</b>	<b>Plan:</b> Who, how, when & where	<b>Budget, Resources &amp; Time scale / deadline:</b>	<b>Impact:</b>	<b>Led by:</b>	<b>Monitored &amp; evaluated by:</b>
To ensure that all learners including those with Special Educational Needs and Disabilities make better than expected progress, narrowing gaps in achievement where they exist.	<p>Termly data analysis</p> <p>Termly report to SLT</p> <p>Inadequate progress group action plan each term</p> <p>The gap in progress between different group will be narrowed.</p>	<p>Assessment judgements will be moderated.</p> <p>AH will analyse progress data of children with SEND every term.</p> <p>AHT's will analyse progress data of all children within their phase including PP children.</p> <p>ST will analyse progress data of all other groups</p>	Every Term before pupil progress meetings.	At least 90% of learners will make expected progress with at least 75% of learners including SEND will make better than expected progress.	A Shotter SLT	SG/MH/ST/AK

		every term.  Information will be shared with SLT and wider staff.				
To reduce prejudice and increase understanding of equality through direct teaching across the curriculum	Regular collective worship sessions to discuss issues of equality and prejudice.  PSHE curriculum embedded throughout school.  Evidence of direct teaching in books and classrooms.	SA to plan collective worship sessions.  SA to work with PSHE lead to support development of PSHE curriculum.  SLT to ensure these areas are monitored as part of the whole school monitoring cycle.	Begin by Jan 2017	All books and classrooms will show evidence of equality issues being taught across school.  All year groups will follow the school PSHE curriculum with evidence of PSHE objectives being taught regularly.	S Akhtar  PSHE lead  K Magee	SLT
To promote spiritual, moral, social and cultural development and understanding through a rich range of experiences, both in and beyond the school.	Policy in place and shared with staff.  Evidence of SMSC throughout school.  Themed weeks  Wow experiences	SA to ensure SMSC policy is up to date and shared with staff.  SLT to monitor SMSC through the curriculum  KM to plan themed weeks/days  SW/AS to train staff on planning wow experiences. All staff in year groups to plan half termly wow experiences.  PS/KM to train Pastoral staff on SMSC and how to incorporate it into activities.	Sept 16 – July 18	100% of staff will understand the requirements of the SMSC policy and will actively incorporate it into all activities.  All year groups will plan half termly wow experiences.	SLT A Shotter P Sage K Magee All staff	SLT
To improve attendance for all, particularly for children with SEND and Pupil Premium children	Overall attendance percentage will be improved.  Good relationships will be established with parents through	Pastoral/Inclusion team will work with families where there are attendance concerns.  Referrals to TAF will be made as appropriate.	Monitor and review every half term.  Budget for incentives	At least 90% of identified children will improve their attendance above 90%.  Attendance of SEND children will improve by at least 0.5% over the academic year	L Evans A Hazeldine	P Downes A Shotter K Magee

	<p>regular meetings.</p> <p>Children will understand the importance of coming to school every day and on time.</p> <p>Attendance percentage of individual children with SEND will improve.</p> <p>Children eligible for PP will have attendance over 90%</p>	<p>CAF procedures will be initiated as required.</p> <p>Targetted workshops with specific children will take place.</p> <p>Children with less than 90% attendance will be identified, worked with and monitored</p>		<p>Where attendance of children in receipt of pupil premium is below 90%, it will increase by at least 3% over the academic year</p>		
To foster respect for self and others	<p>Children will understand British Values</p> <p>Children will understand the important of being tolerant of each other</p> <p>Children will understand what respect means and how to show it to others.</p> <p>Children will understand self respect</p>	<p>PSHE and SMSC curriculum will include focuses on democracy, individual liberty, tolerance, respect and law.</p> <p>Where appropriate, these themes will be included in themed week planning.</p> <p>Opportunities for staff collaboration to share ideas and good practice.</p> <p>Coffee mornings to support and inform parents</p>	September 2016- July 2017 Ongoing	<p>80% of children will have an increased understanding of respect and tolerance.</p> <p>There will be a significant reduction in discrimination related incidents.</p>	K Magee SLT	SLT