



Equality Plan
(see link to Equality policy and SDP 2016-2020)

Reviewed after two years of embedding Plan.
(Re reviewed alongside new SDP 2016-2020).

Equality Plan 2016-2017

	Action	Success Criteria	Cost	Expected timescale	Lead	Impact/Progress review	2016-2020 next steps	Lead 2016 on
1.	Gender							
To reduce gap between boys/girls reading	<p>Greater use of texts to interest boys and stimulate writing</p> <p>Texts Digital opportunities-ICT club/blogging club Attendance Behaviour Clubs</p>	<p>Greater use of texts to interest boys and stimulate writing Specific group –ICT club attendance and skills</p> <div style="border: 1px solid black; padding: 2px; display: inline-block;">Attendance >94%</div> <p>No entry in log % attendance > 75% of core group</p>	£400 texts	<p>Summer 2013</p> <p>Review 2015</p>	LC/NJ	<p>2015 results-no specific against national at KS1 but evidence of gap in other age groups</p> <p>Digital opportunities-ICT club-in place and impact evident Attendance improved Behaviour improved Boys Clubs for reading not yet in place</p>	<p>Review Texts again as part of literacy plan and include e –texts/ Planet x Barrington Stoke</p> <p>Reading Clubs</p>	BK/JSP
2.	Pupil Premium							
Narrow the Gap	<p>Ensure FSM entitlement has been offered Monitor attendance Monitoring progress Opportunities for engagement (Clubs etc) Curriculum access</p>	<p>Uptake.80%</p> <p>>94% At least national APS Increase engagement by 75% Specific literacy scheme</p>	Sounds write training	<p>Summer 2013</p> <p>Review 2015</p>	JSP/LColl/T S	<p>No PG sig diff against national KS 1 2015 result</p> <p>Uptake of PPG offer 90% of those we think have an entitlement Offer to 100% given out Most PPG gaps relate to additional factors eg SEN/S/G Attendance improved Opportunities for engagement (Clubs etc) increased uptake Curriculum access – Precision teaching offer begun</p>	<p>Continue to promote Uptake</p> <p>PPG gap to be less than national PPG gap</p> <p>Increase engagement to 90% of PPG pupils in at least one club Specific literacy scheme to continue-precision teaching as needed</p> <p>Parenting programme to be offered at school</p>	BK JW SLT

<p>3.</p> <p>Review support and progress in SEN</p>	<p>SEN</p> <p>Process for support Allocation of hours and use of funding Progress Parental engagement Exclusion Attendance Behaviour Curriculum access CPD staff Clubs access/engagement</p>	<p>Intervention plan being delivered</p> <p>Progress at least national None >94% NO log entry Specific schemes in place Increase attendance by 75%</p>	<p>£450</p>	<p>Summer 2013</p> <p>Review 2015</p>	<p>JSP/LM</p>	<p>Intervention plan being delivered</p> <p>Progress at least at SEND national 1 exclusion SEN child 2014 >94% attendance unless a medical need NO log entry Specific schemes in place for all</p> <p>Increase attendance by 75%</p>	<p>Continue additional allocation of hours and use of funding where possible (playtimes/lunchtimes)</p> <p>Progress against new ARE to be at least equivalent to national</p> <p>Continue strong Parental engagement and liaison</p> <p>No Exclusions for SEND reasons unless aggression a concern</p> <p>Monitor attendance and behaviour as currently Review new NC Curriculum and identify if further curriculum opportunities needed or if any exclusive access</p> <p>CPD staff to continue in line with needs of children</p> <p>Clubs access-engagement –align with PE plan and well-being review All EHCP pupils in years 2,3,4 to attend a club at lunchtime well being</p>	<p>LM/IT/TS</p>
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4.	Disability							
Review pupil progress	<p>Process for support Allocation of hours and use of funding</p> <p>Progress Parental engagement Exclusion Attendance</p> <p>Behaviour</p> <p>Curriculum access</p> <p>Clubs access/engagement</p>	<p>Intervention plan being delivered</p> <p>Progress at least national None >94% NO log entry Specific schemes in place Increase attendance by 75%</p>	<p>PPG teacher and use of grant-see other file</p>	<p>Summer 2013</p> <p>Review 2015</p>	<p>J SP/ EC/ IT/ LM</p>	<p>Intervention plan being delivered</p> <p>Progress at least national Active None >94% -Unless a medical concern NO log entry</p> <p>Specific schemes in place</p> <p>Increase attendance (by 75% for years 4)</p>	<p>Allocation of hours and use of funding to continue to be optimised</p> <p>Progress reviews against new assessment expectations</p> <p>Parental engagement top continue and regular updates meetings re progress against targets and PFPs</p> <p>No Exclusion Monitor strong Attendance and Behaviour Check new embedded NC against Disability needs to ensure Curriculum access</p> <p>Clubs access/engagement- Review against well-being work and consider best fit clubs for year 2,3,4 pupils</p>	LM/IT/TS
5.	MEG/EAL							
<p>CPD and awareness of staff</p> <p>Engagement and involvement in the curriculum and clubs</p>	<p>Ensure FSM entitlement has been offered Monitor attendance Monitoring progress Opportunities for engagement (Clubs etc) Curriculum access</p>	<p>80% uptake</p> <p>>95% At least national</p> <p>% uptake improves 75% EAL strategies as necessary alongside visual learning</p>	<p>CPD £ 300</p>	<p>As above</p>	<p>J SP BK/LT</p>	<p>Progress very good at KS 1</p> <p>New entrants with no /limited English progress v good</p> <p>FSM entitlement has</p>	<p>Clear baseline at entry for new entrants into year groups Additional CPD and awareness of staff Additional Speaking and listening</p> <p>Continue to ensure FSM /PPG entitlement has</p>	J SP/LC

						<p>been offered</p> <p>Attendance good</p> <p>Opportunities for engagement (Clubs etc)</p> <p>Curriculum access</p>	<p>been offered</p> <p>Monitor attendance</p> <p>Culturally relevant Opportunities for engagement (Clubs etc)</p> <p>Celebration of cultures in music, art, science, and literacy especially</p>	
6.	Traveller children							
Traveller progress and equity of offer to curriculum and extended curriculum	<p>Ensure FSM entitlement has been offered</p> <p>Monitor attendance</p> <p>Monitoring progress</p> <p>Opportunities for engagement (Clubs etc)</p> <p>Curriculum access</p>	<p>80% uptake</p> <p>>95%</p> <p>At least national</p> <p>% uptake improves 75%</p> <p>EAL strategies as necessary alongside visual learning</p>	See above re scheme	As above		<p>100% uptake</p> <p>>95%</p> <p>At least national to 2015 Yr 2 and 4</p> <p>% uptake improves 75%</p> <p>EAL strategies as necessary alongside visual learning</p> <p>Parental support for information if non reader</p>	<p>Ensure FSM entitlement has been offered</p> <p>Improve attendance to 95%</p> <p>At least national expectations</p> <p>Continue to offer clubs</p> <p>CPD again from Travellers team</p> <p>Review opportunities in themes to celebrate culture</p>	JSP/RC

7.	Staffing							
Staffing –ensure equitable recruitment in school	Analysis of staffing Analysis of CPD opportunities for teaching staff/for support staff	Gender at least 2 males on site Culture –not 100% WBRI % bi lingual increase CPD entitlement for all	Recruitment costs as they arise	As above	J SP/L Coll/Govs	Gender at least 2 males on site Culture –not 100% WBRI % bi lingual increase CPD entitlement for all	Continue to analyse staffing Ensure equality in CPD opportunities for teaching staff/for support staff	SLT/Govs
8.Monitoring of racism	Monitoring Actions and impact Of actions Reports to Governors	Reduction in number of incidents on log No repeat incidents Annual return	-	As above	J SP/Govs	Reduction in number of incidents on log One repeat from same child Annual return	Reduction in number of incidents on log No repeat incidents Annual reporting	SLT/Govs
9.Access to site ad to school events/elections/parent forum	Accessibility Plan Monitor parental engagement in PTA,Parent forum Parent attendance at open evenings Positive strategies to encourage parental involvement	Reviewed annually and actions taken Age,culture,language and class range in place	As necessary for site plan P Forum costs £50	As above	Buildings committee JSP/LC/Parent Gov	Reviewed annually and actions taken-ensure all completed in time frame expected Age, culture, language and class details in place for all class teachers	Accessibility Plan review annually Accessibility to site –to website for visitors Review disabled toilets access around site when building completed Continue to encourage and Monitor parental engagement in PTA, Parent forum, Parent attendance at open evenings. Positive strategies to encourage parental involvement and welcome new entrant families e.g. welcome to Toddington pack	Buildings LC Parent Govs
10.School images, literature and focus events	Ensure appropriate range of texts, images and events	Positive image sin corridors. library, classes and coll worship	£100	As above	LC all subject leaders	Positive image sin corridors. library, classes and coll worship	Review against new curriculum after 1 year of new curriculum	SLT

