



**Clayton Village Primary School**  
**Equality Action Plan 2015-2016**

<b>Equality Objective No. 1</b>		
To ensure that all groups of pupils make at least a good rate of progress and that any gaps between the achievement of particular groups within the school and the achievement of children nationally are narrowed year on year.		
<b>Outcomes</b>		<b>Measured By</b>
That all groups of children achieve standards in line with that expected nationally and where there is a gap in attainment that this gap is narrowed year on year		Internal assessment data is used to track the progress of all groups within the school across every year group RaiseOnline is used to track the progress of all groups and ends of Key Stage assessments
<b>Activity</b>	<b>Lead</b>	<b>Progress Milestones</b>
Data is analysed termly so that the progress of all groups of children is monitored	Inclusion Team; Phase Leaders	Progress and achievement of all cohorts and groups of pupils are analysed termly
Analysis is shared with staff so that performance of vulnerable groups is understood	Inclusion Team; Phase Leaders	Information is shared with class teachers and also used to show whole school trends
Staff use this data to plan interventions and class teaching appropriately to ensure progress is made and gaps are narrowed	Inclusion Team; Phase Leaders	This information is used to fine tune planning so that gaps are narrowed
That interventions are put in place targeted to under achieving groups in order to narrow the gap (with particular reference to White British Boys, Free School Meals, SEN)	Inclusion Team; Phase Leaders	Interventions are monitored to ensure progress and gaps
That staff are trained to understand data, and impact on pupils' attainment. Trained to manage and implement interventions effectively.	Inclusion Team; Phase Leaders	Interventions is effective and has an impact on pupils progress

<b>Equality Objective No 2</b> To have a zero tolerance to bullying across the school community.		
<b>Outcomes</b>		<b>Measured By</b>
To ensure that everyone feels safe within the school community		Recording of incidents on CPOMS; reporting of incidents to governors and LA termly; recording of red behaviour on behaviour sheets; and reporting red behaviour and beyond to governors
<b>Activity</b>	<b>Lead</b>	<b>Progress Milestones</b>
Promoting equality, anti-bullying, values & ethos through assemblies during anti bullying month and also when incidents occur they are addressed in assemblies, class groups etc.	SMSC Team, ESafety Co-ordinator	That children are aware and understand what contributes to bullying and that they show respect, kindness and tolerance to each other
That children have opportunity to discuss issues through circle time in each class once per week or when major incidents occur.	Teachers	That children are able to express their feelings; show empathy to others
Discussion with children, parents/carers and staff in regards to cyber bullying and e-safety policy	ESafety Co-ordinator	That children and staff understand and are aware of the impact of cyber bullying and internet safety
Training for staff in regards to bullying and safe guarding children and cyber bullying	ESafety Co-ordinator	That teachers are competent to delivery programme of studies to pupils
Equality training	SLT/all staff	That all staff understands the single equality policy and its implication for all
To carry out regular surveys from pupils and the community	Learning Mentor/Headteacher/SMSC Team	That bullying is kept to a minimum and that community views are taken into account