

CAMROSE PRIMARY SCHOOL

Equality Action Plan 2026-2029

Action	Steps to be taken	Person/s responsible	Success criteria / Outcomes	Monitoring
To use performance data to monitor pupil achievement and respond to variations between groups of pupils, subjects, key stages, trends over time	• Collate and analyse pupil attainment by target group. • Targeted intervention put in place • Attainment of target groups. • Pupil Premium strategy in place. • SEND provision map in place. • Disadvantaged tracking in place • Tracking of lowest 20% termly • Curriculum adapted where required	All staff	• Pupils have equal access to the curriculum. • Data tracking will show all pupils making good and appropriate progress from start points. • Measured impact of targeted intervention feeding next steps.	On going
Narrow the attainment gap for our most disadvantaged pupils over time	• Ensure that decisions on PPG spending are based on effective self-evaluation / research • Ensure monitoring timetable includes most disadvantaged focus • Ensure staff have a clear understanding of the disadvantages facing pupils and plan to address these where possible	HT Class teachers	• Gap between the most disadvantaged pupils and 'others' is diminished. •	Termly
Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our community	• Further develop a 'sense of belonging' and respect for religious and cultural differences. • Provide Themed Days that address local, national and international culture and events • Assemblies	RE Lead Teachers & HLTA's	• Pupil voice indicates understanding and respect for difference.	
Create opportunities for children to take greater responsibility within school and to participate more in decision-making.	• Develop and extend role of school council and other pupil leadership groups • Assess impact of school council and other pupil leadership groups in decision making	All staff	• Pupil voice – pupil confidence increases	Ongoing
Ensure appropriate equipment is provided to promote participation in learning by all pupils	• Assess the needs of individual pupils and provide equipment as needed including resources to enable remote learning if necessary	Inclusion Lead	• All pupils able to access the curriculum	On going

Enhance parental engagement for all children, especially those with SEND and Pupil Disadvantaged Group	• Targeted meetings with parents • Plan and deliver specific support and workshops of target group of parents • Review support for pupils and families in relation to most disadvantaged • Evaluation of data for key identified groups. • Pastoral and Admin teams work closely to support the families. • School seeks professional advice as needed. • Use of translation tools	Disadvantaged team Phase Leaders	• Parents feel supported • Data tracking will show all pupils making good and appropriate progress from start points. • Pupils have equal access to the curriculum.	On going
To reduce the number of persistent absences.	• Attendance Hero's introduced • Plan pupil assemblies to ensure pupils understand importance of attendance • Create and provide flyers to parents • Review rewards / incentives; individual & class • Initiate pupil focus group • Attendance records monitored for trends and action taken to overcome issues	Ongoing	• Whole school attendance levels at NA • Pupil absence identified swiftly with trends noted and actioned • Number of persistent absentees continues to decrease	