

CAMROSE PRIMARY SCHOOL

Equality Action Plan 2020-2023

Action	Steps to be taken	Person/s responsible	Success criteria / Outcomes	Monitoring	Desired Impact
To use performance data to monitor pupil achievement and respond to variations between groups of pupils, subjects, key stages, trends over time and comparisons with other schools.	<ul style="list-style-type: none"> Collate and analyse pupil attainment by target group. Targeted intervention put in place to improve Attainment of target groups. Pupil Premium strategy in place. SEND provision map in place. EAL action plan in place Curriculum adapted where required 	All staff	<ul style="list-style-type: none"> 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	All pupils make expected progress
All steps in place. All additional support was disrupted due to school closure from January 2021 – March 2021.					
To improve the progress and attainment of all disadvantaged pupils in so that the difference between their outcomes and those of other pupils nationally decreases	<ul style="list-style-type: none"> Ensure that decisions on PPG spending are based on effective self-evaluation / research Review and publish a pupil premium spending plan. Ensure monitoring timetable includes PP focus Produce diminishing the difference reports for all foundation subjects to assist subject leaders in targeting support for PPG children. 	HT Subject Leaders	<ul style="list-style-type: none"> Gap between PP pupils and 'others' is diminished. Gaps identified across wider curriculum. 	Termly	Gap diminishes between PP pupils and others.
Lockdown significantly impacted disadvantaged pupils. Baseline assessment (Sept 20) indicates significant gap between them and others.					
To address any gender differences in the outcomes across the school	<ul style="list-style-type: none"> All teachers to use data to identify any gender differences. Teachers can state what they are doing to address any gender issues in their class 	Teachers	<ul style="list-style-type: none"> Gender gaps identified Teachers adapt curriculum and support to tackle gap 	Termly	Gender differences in all subjects to decrease term on term
Lockdown significantly impacted boy's attainment and they were assessed as regressing almost twice as much as girls did in all areas and across all year groups.					
Monitor and analyse pupil achievement by race; act on any trends or patterns in the data that require additional support for pupils.	<ul style="list-style-type: none"> Achievement data analysed by race, gender and disability Teachers can state what they are doing to address any race issues in their class 	HT	<ul style="list-style-type: none"> Race gaps identified Teachers adapt curriculum and support to tackle gap 	Termly	Race attainment gaps identified and diminished
Will look at significant groups; any other Asian (14% - 57 pupils) any other white (51% - 208 pupils) and Black African (8% - 32 pupils). All other groups equate to less than 5%.					

Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability	<ul style="list-style-type: none"> Curriculum development to reflect diversity within the school Clear celebration of positive role models across subject areas 	Subject Leaders	<ul style="list-style-type: none"> Pupil voice – pupil confidence and enjoyment of subjects increases 	April 2021	Increase in pupils' participation, confidence and achievement levels
As we continue to develop the wider curriculum – monitoring to ensure that it reflects the pupil makeup of the school.					
Ensure appropriate equipment is provided to promote participation in learning by all pupils	<ul style="list-style-type: none"> Assess the needs of individual pupils and provide equipment as needed including resources to enable remote learning if necessary 	Inclusion Lead	<ul style="list-style-type: none"> All pupils able to access the curriculum 	On going	All pupils make at least expected progress across the curriculum
Ensure ALL pupils are not impacted due to Covid-19 related absences particularly in relation to remote learning. January 2021; 24 laptops were provided to FSM pupils during school closure period to ensure that they had access to remote education. April 2021; laptops were purchased for all KS2 FSM families					
To provide an environment that welcomes, protects and respects diverse people.	<ul style="list-style-type: none"> Ensure all stakeholders have access to contextualised or specific safeguarding information and know how to report concerns and access help and support. Ensure that all staff are fully aware of the diversity within the school and its community. Identify any barriers to learning/movement for pupils with physical difficulties. Ensure all pupils have access to all areas of school and learning through the modification of learning. Regularly obtain the views of pupils and parent/carers to ensure schools are meeting their needs and making any necessary adjustments. 	Headteacher Senior Leadership Team SENCo	<ul style="list-style-type: none"> All pupils have fair opportunity to enjoy, achieve and make a contribution to the school community. An increase in parental engagement as recorded in attendance records. 		Parent/carer and pupil views indicates that the school is approachable and welcoming
Continue to review and develop safeguarding practices. Safeguarding up-date is on the agenda for all GB meetings					
To increase pupil awareness and understanding of different communities through assemblies and cultural events.	<ul style="list-style-type: none"> Assemblies and class activities around cultural events and celebrating diversity. Diversity included throughout the curriculum. Visitors to school reflect the diversity of the area, region, country and world. Visits to places of cultural significance. 	Headteacher Senior Leadership Team Teachers/ Support staff	<ul style="list-style-type: none"> Pupils have the opportunity to learn about, experience and understand different cultures through sharing special events. The school ethos and 	Annually July 2021	Greater understanding and respect for difference.

			curriculum promotes respect for the differences of the school community.		