

# Calverton Primary School



## Public Sector Equalities Duty Action Plan Sept 2015

Person responsible to the policy	Martin Green and SLT
Date ratified by Governors	
Signed by Chair of Governor	
Signed by Head Teacher	
Date for Review (reviewed annually)	September 2016

School Policy					
Objective	Activity	Timescale	By Whom	Resources	Impact
School mission statement is known and understood by all (Every Child, Every Chance, Every Day)	Features in school policies and marketing and outside school buildings	On-going	Governors and All school staff	Marketing materials and policies	The school has a shared vision which all adhere and aspire to
Recruitment process does not adversely impact candidates in any of the equality groups	Selection and recruitment procedures adhere to LA guidelines	On-going	Governors/SLT	Local Authority Procedures	School staff reflect the local community
Attendance figures to be in line with national averages	Texts/letters to parents Home Visits Meetings with parents/carers and other agencies	On-going and when required	PSM/SLT	Attendance Data	Increased attendance and reduced persistent absences
<ul style="list-style-type: none"> <li>• Mission Statement is part of polices, school materials and on display on the new hall building</li> <li>• Pupil/Staff Groups (from RaiseOnline 2014/SIMS) <ul style="list-style-type: none"> <li>○ White: 43.3% /67.1%</li> <li>○ Mixed: 6.5% /3.7%</li> <li>○ Asian or Asian British: 8.3% / 18.3%</li> <li>○ Black or Black British: 35.1% / 8.5%</li> <li>○ Chinese: 1.4% / 1.2%</li> <li>○ Other: 3.6% / -</li> <li>○ Not Disclosed or unknown: 1.8% / 1.2%</li> </ul> </li> <li>• Attendance: <ul style="list-style-type: none"> <li>○ Current as of 8/7/15: 96.4%</li> <li>○ 2014 National (RaiseOnline 96.1%)</li> </ul> </li> </ul>					

Race:					
Objective	Activity	Timescale	By Whom	Resources	Impact
Monitor and analyse racist incidents occurring within school	Monitor the racial incident log/data. Look for reoccurring patterns	Termly	PSM	Racial Incidents Log	Racial incidents confronted and number reduced
Monitor and analyse pupil attainment & progress by ethnicity	Act on any trends or patterns in data that require additional support for pupils	Annually/ Termly	DH	Target Tracker RaiseOnline Fischer Family Trust Squared/Caspa	All groups make good progress
Monitor and analyse pupil's behaviour by ethnicity	Act on any trends in the data that requires additional support for pupils	Termly	DH	KS1&2 Behaviour Logs and Exclusion Log	Improved behaviour across the school and fewer incidents

- Racial Incidents:

- Autumn 2014: 1

- Spring 2015: 0

- Summer 2015: 1

KS1 2014 Attainment Data by Ethnicity - All National Curriculum Core Subjects as Average Point Score (APS):			
Group	Number	APS School	APS National
All Pupils	51	15.1	15.9
White British	13	15.8	16.1
White Other	12	15.4	15.2
Mixed Other	2	16.7	16.1
Asian Pakistani	1	15.7	15.3
Asian Bangladeshi	3	12.1	15.7
Asian Other	3	14.3	16.3
Black Caribbean	2	14.3	15.3
Black African	7	15.6	15.8
Black Other	8	14.2	15.4

Data from 2014 RaiseOnline

- Exclusions by Term: Autumn (1 - no ethnicity data), Spring (White British x3, Asian Bangladeshi x1, Any Other Black x1, Black Caribbean x1), Summer (White British x1)

KS2 2014 Average Point Score (APS) for Attainment; and Progress as Value Added (VA) by Ethnicity All National Curriculum Core Subjects						
Group	Number	APS School	APS National	Number	VA School	National Mean
All Pupils	47	28.3	28.7	45	100.5	100.0
White British	12	27.9	28.8	12	100.3	99.8
White Other	8	31.3	28.0	7	102.6	101.0
Mixed White/Asian	1	21.0	29.8	1	99.8	100.3
Mixed Other	1	33.0	29.1	1	99.3	100.3
Asian Bangladeshi	3	31.0	28.7	3	102.9	100.7
Black Caribbean	1	28.5	27.5	1	102.9	99.8
Black African	12	25.4	28.4	12	98.2	100.7
Black Other	6	29.8	27.7	6	102.5	100.2
Unclassified - Refused	1	30.0	29.0	1	98.5	100.1
Unclassified - No Info	2	29.3	24.4	1	103.4	99.3

Disability					
Objective	Activity	Timescale	By Whom	Resources	Impact
Analysis of pupil attainment	Compare SEN pupils and Provision Pupils to national data	Annually	SENCo, Provision Manager/DH	RaiseOnline, BSquared/Caspa	Progress monitored and interventions put in place to close gaps
Review out of school activities provision to ensure SEN pupils can access	Activities are monitored and support provided to ensure pupils can access them (including educational visits)	On-going	SENCo/DH/Edu Visits Leader	Risk Assessments and out of school planning	All pupil groups are able to access out of school activities where possible
<ul style="list-style-type: none"> <li>• 2014 KS1 Average Point Score - School Action Plus (7 pupils): 9.3 (National 12.0)</li> <li>• 2014 KS2 Average Point Score - School Action (3 pupils): 27.5 (National 25.5)</li> <li>• 2014 KS2 Average Point Score - School Action Plus (15 pupils): 24.1 (National 24.2)</li> <li>• Our Resource Provision Pupils are included on the majority of our educational visits.</li> </ul>					

Gender					
Objective	Activity	Timescale	By Whom	Resources	Impact
Analysis of pupil attainment	Compare attainment and progress by gender both in school and in comparison to national data	Annually	DH	RaiseOnline, Target Tracker	Progress monitored and interventions put in place to close gaps
<ul style="list-style-type: none"> <li>• 2014 KS1 Average Point Score - Male/Female: 14.7/15.7 (National 15.5/16.4)</li> <li>• 2014 KS2 Average Point Score - Male/Female: 27.4/29.8 (National 28.5/28.9)</li> </ul>					

Learning in General					
Objective	Activity	Timescale	By Whom	Resources	Impact
Gifted and Talented Pupils	Lessons are differentiated to extend more able Brilliant Club Opportunities sought for pupils to apply knowledge and skills	On-going	All staff/SLT	Opportunities to extend children RaiseOnline Data	More able pupils achieve more than expected progress by end of Key Stage
Planning and lessons promote equal opportunities	Ensure that all resources and the curriculum promote equality across the school and do not promote stereotypes	On-going	All staff/SLT	Planning and events	Culture where everyone believes it is possible to succeed
<ul style="list-style-type: none"> <li>• 2014 High Prior Attainment* at KS2 (4 pupils): <ul style="list-style-type: none"> <li>○ Ma/Re/Wr 32.6 (National 33.0)</li> <li>○ Mathematics 31.5 (National 33.8)</li> <li>○ Reading 33.0 (National 32.4)</li> <li>○ Writing 34.5 (National 32.2)</li> <li>○ Ma/re/Wr Progress Measured Value Added 100.0 (National mean 99.8)</li> </ul> </li> </ul> <p>* High Prior Attainment: Pupils above level 2 at KS1</p>					

Community					
Objective	Activity	Timescale	By Whom	Resources	Impact
Annual consultation with parents, staff & Governors	Surveys of groups - pupils, parents, staff, governors and summary of responses	Annually	SLT/Office	Survey forms and electronic analysis	Groups have a voice which feeds into school improvement
Promote and share our rich cultural diversity (includes religious and ethnical diversity)	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities School Carnival	On-going and annual	PHSE leader, SLT, RE leader		Needs and presence of different communities met and diversity celebrated
Promote and share British Values	'Rule Britannia' Topic across school Inclusion of British Values in policies	Topic is annual, British Values underpin Positive Behaviour Policy	DH, All staff	Topic Planning and policies	Pupils and staff have shared values and expectations of each other
<ul style="list-style-type: none"> <li>• In 2014/2015 surveys were undertaken for parents and staff. In 2015/2016 surveys will be completed for all groups listed above</li> <li>• 2015 - Introduction of new Calverton British Values across the school</li> </ul>					