

FBPS Equality Duty Action Plan 2017-2018 updated 28.09.17

Objective	Success Criteria	Actions	Timescale	Action by	RAG and Evaluation	Next Steps
To increase the influence and impact of pupil voice.	Pupils feel that they are listened to and their opinions valued All pupils have a named adult they know they can go to. Pupils are having an active impact upon development of the school. Pupils are confident in sharing their ideas and views. School Council play an active role and represent the views of their peers effectively.	<ul style="list-style-type: none"> - Champions to be allocated to each individual child and meet with them regularly. - Spoken language and communication to be taught across all subjects. - Core British values to be promoted through display, lessons and assemblies - Pupil interviews - Values display and assemblies to link with promoting core values- linked to equality - Circle time to happen weekly in each class - School council to be elected and to meet twice per half term- actions to be confirmed 	Sept 2017-ongoing Ongoing Half termly Every week Every week 2x per half term	All staff Subject Leaders/ SLT All staff TP		
To ensure that attendance is at least equal to the National level.	Attendance is improved and is in line with National level Increased attendance across all groups including Traveller community Pupils and parents understand the value of good attendance Rigorous systems in place to monitor attendance	<ul style="list-style-type: none"> - Attendance to be monitored daily - % grids showing attendance levels for all groups to be updated weekly - Consider move towards electronic register - Attendance is a regular feature in newsletters - Attendance policy and local authority information to be reviewed and communicated with parents - Attendance to be celebrated each half term- certificates for 100% attendance and class with highest attendance level to receive reward - Persistent absenteeism is monitored closely and portfolios prepared - Advice to be sought from CREds and EWO 	Daily Ongoing TBA Ongoing Term 1 Half termly Ongoing TBA	EL EL JMR SF JMR SF SF Governors SF EL As appropriate		
To raise levels of parental and pupil engagement in learning and school life throughout the school.	Parents attend school events Parents attend consultation appointments Parents feel valued and that they can approach school Parents engage in pupils home learning	<ul style="list-style-type: none"> - Extra-curricular events to be arranged to engage parents eg. Assemblies, Christmas Fayre, production - Parent consultations to be arranged to meet needs of all parents offering times outside working hours and allocating slots so that parents so that sibling appointments can be arranged at the same 	TBA Oct 2017 Mar 2018	All staff All staff		

	Parents are aware of their child's learning in school and actively support this	<p>time.</p> <ul style="list-style-type: none"> - Welcome meetings - Termly class newsletters - Workshops-eg. Talk and write - Opportunities to be arranged for parents to work with their children in school eg. Maths week - Information is communicated with parents regarding their child's progress in relation to ARE 	<p>Sept 2017 Termly TBA</p> <p>TBA</p>	<p>All staff</p> <p>Subject leaders</p> <p>All staff</p>		
<p>To raise the achievement and progress of children in our 'vulnerable groups*' to at least in line with that of their peers.</p> <p>* FSM, LAC, EAL, SEND, Gender</p>	<p>There is no significant gap in attainment and achievement of different groups</p> <p>Intervention, where appropriate, has impacted upon pupil progress</p> <p>All pupils have made good progress from starting points</p>	<ul style="list-style-type: none"> - End of year targets to be set and these will then be broken down into stages throughout the year - Each pupil to be set individualised targets in English and Maths - Provision maps to identify intervention for all pupils not on track - Support staff receive necessary training to support them in delivering intervention and within the classroom - Attainment and progress to be rigorously monitored and evaluated - PPMs (to include pupils from different groups) 	<p>RC All staff All staff</p> <p>All staff</p> <p>Support staff</p> <p>All staff RC SF</p>	<p>Sept 2017 and then termly Termly</p> <p>Termly</p> <p>TBA</p> <p>Termly and ongoing</p> <p>Termly</p>		