



September 2016.

Equality Targets 2016 - 2017

July 2016 - KS2 data shows that there are no underperforming groups, however analysis of absence data shows that attendance varies across the groups and for some individuals could be improved.

Target 1

By July 2017, the absence levels of pupils on Additional School Intervention - Personalised Additional Plans will reduce to 4.8% and by July 2018 to 4.7%.

Actions:

- Senior Leadership Team and Attendance Support Worker to monitor attendance of pupils on Additional School Intervention.
- Half termly attendance monitoring meetings and individual meetings with agencies required.
- Inclusion Manager to track the progress of SEP pupils and ensure the implementation of appropriate strategies when necessary.

Target 2

By July 2017 the absence levels of FSM pupils will reduce to 6% and by July 2017 to 5.5%.

Actions:

- Target Pupil Premium to encourage pupils to engage more in School i.e. free clubs and trips.
- Half termly attendance monitoring and individual meetings with agencies as required.
- Headteacher and Pastoral Leader to track progress of pupils on FSM and advise Teachers on intervention strategies.
- Senior Leadership Team and Attendance Support Worker to monitor attendance of all FSM pupils.



Jotmans Hall Primary School - Equality Scheme - Appendix to main Scheme - 2016 - 2017

Groups	Policy / SDP	Monitoring achievement	Strategies	Staff	Reporting	Capacity to improve Data July 2017	SDP targets / Equality Objectives
FSM	Pupil Premium Policy	Inclusion achievement monitoring	Targeting for Holiday Clubs / holidays Priority for 1:1 tuition in Yr 6 Curriculum Policies Diverse Resources Attendance Meetings	Woodlands Club Class Teacher Pastoral Leader SLT	End of KS2 achievement report - SEF & Governors School Characteristics Termly reports to Governors - attainment and achievement. Termly Pupil Premium Report to Governors Termly Attendance report to Governors		
LAC	LAC Policy	Inclusion achievement monitoring	PEP / Outside Agencies 1:1 tuition Curriculum Policies Diverse Resources Attendance Meetings	Pastoral Leader Class Teacher	End of KS2 achievement report - SEF & Governors Termly Safeguarding report to Governors School Characteristics Termly reports to Governors - attainment and achievement.		
Gender - Boys	Equality Scheme Policy Literacy and Numeracy Action Plan.	Inclusion achievement monitoring & KS1 & 2 Leader achievement monitoring	Books for boys Curriculum Policies Diverse Resources	SLT Class Teacher	End of KS2 achievement report - SEF & Governors School Characteristics Termly reports to Governors - attainment and achievement.		
Gender - Girls	Equal Opportunity Policy 2011 Literacy and Numeracy Action Plan.	Inclusion achievement monitoring & KS1 & 2 Leader achievement monitoring	Curriculum Policies Diverse Resources	SLT Class Teacher	End of KS2 achievement report - SEF & Governors School Characteristics Termly reports to Governors - attainment and achievement.		

Jotmans Hall Primary School - Equality Targets and Equality Scheme - 2016



Groups	Policy / SDP	Monitoring achievement	Strategies	Staff	Reporting	Capacity to improve Data July 2017	SDP targets / Equality Objectives
SEND - Additional School Intervention	Specials Educational Needs and Disability Policy Annual School Offer Annual Parent Leaflet SEN Action Plan Positive Behaviour Policy Anti-Bullying Policy Equality Scheme Policy	SEND achievement monitoring Attendance	Wave 3 Groups 1:1 support - Inclusion Grids Additional School Intervention - Personalised Additional Plan Outside Agencies Curriculum Policies Diverse Resources Attendance Meetings Access Plan - SDP	Pastoral Leader Class Teacher	End of KS2 achievement report - SEF & Governors School Characteristics Termly reports to Governors - attainment and achievement. Termly SEND report to Governors Termly Attendance report to Governors Termly Behaviour Report to Governors.		
SEND - High Needs Intervention - Statements & EHCP	Specials Educational Needs and Disability Policy Annual School Offer Annual Parent Leaflet SEN Action Plan Positive Behaviour Policy Anti-Bullying Policy Equality Scheme Policy	SEND achievement monitoring Attendance	Wave 3 Groups 1:1 support - Inclusion Grids High Needs Intervention Plan Outside Agencies Curriculum Policies Diverse Resources Attendance Meetings Access Plan - SDP Liaison with Glenwood School	Pastoral Leader Class Teacher	End of KS2 achievement report - SEF & Governors School Characteristics Termly reports to Governors - attainment and achievement. Termly SEND report to Governors Termly Attendance report to Governors Termly Behaviour Report to Governors.		
Behaviour Difficulties - not SEND	Positive Behaviour Policy Anti Bullying Policy - Big Award Behaviour Action Plan	Analysis of levels of behaviour - playground / lunchtime / sent out of lessons / isolation and exclusions. Attendance	Lunchtime Play activities Class behaviour strategies Outside Agencies Anti Bullying groups - Visiting Groups ICT safety awareness	Pastoral Leader Behaviour Manager Behaviour LSA MDAs Class Teachers Middle Managers	Termly Positive Behaviour Report to Governors		

Jotmans Hall Primary School - Equality Targets and Equality Scheme - 2016



Groups	Policy / SDP	Monitoring achievement	Strategies	Staff	Reporting	Capacity to improve Data July 2017	SDP targets / Equality Objectives
EAL	PSHE and the Community Action Plan.	Inclusion achievement monitoring	EAL - LSA - 1:1 support Positive Images used within learning periods Multilingual signs Curriculum Policies Diverse Resources - multilingual books EMAS support Community Cohesion weeks	Pastoral Leader Class Teacher Community Cohesion Manager SLT	End of KS2 achievement report - SEF & Governors School Characteristics Termly reports to Governors - attainment and achievement.		
Ethnicity / Race	PSHE and the Community Action Plan. Equality Scheme Policy	Inclusion achievement monitoring	Community Cohesion Offensive Comments File Positive Images used within learning periods Curriculum Policies Diverse Resources - multilingual books EMAS support Community Cohesion weeks	Pastoral Leader Class Teachers Community Cohesion Manager SLT	End of KS2 achievement report - SEF & Governors School Characteristics Termly reports to Governors - attainment and achievement. Termly Behaviour Report to Governors.		
Religion	R.E. Policy	R.E. Manager	RE curriculum	R.E. Manager			
Gifted and Talented	G&T Policy More Able Pupils Action Plan	Assessment Weeks	G&T work with local schools Curriculum Policies Resources	S Coultrup SLT	End of KS2 achievement report - SEF & Governors School Characteristics Termly reports to Governors - attainment and achievement.		

