

The school plan highlighting areas which may have reference to the single equality scheme: with particular reference to race, religion, gender or disability



**East Farleigh Primary
School Plan 2014 - 2016**



Every Child Matters

1. being healthy
2. staying safe
3. enjoying and achieving
4. making a positive contribution
5. economic well-being

**Area for development:
Accessibility Plan**

Link with Governors: Full Governing Body

Targeted Area: To ensure that changes and developments within the school are given due consideration in relation to SES legislation

Present position:

- Many improvements made against previous plan. Physical access continues to hbe a difficulty based on geographical location

Planned Position & Success Criteria:

- Ensure that when completing listed tasks due consideration is given to the SES policy and the appropriate legislation

	2014 -2016 SP Key Tasks: Items listed here are drawn from the school improvement plan and have particular reference to the single equality scheme: with particular reference to race, religion, gender or disability	Links with SES	Lead Person	Timing	INSET / Resource	Cost & Source	Monitoring	Anticipated outcome	Actual outcome /evaluation
	Achievement <ul style="list-style-type: none"> • Monitor data and provide support to vulnerable groups to ensure any perceived gaps are narrowed or eliminated. 	Use assessment and monitoring to ensure Equality in vulnerable groups	SLT / Class teachers	To take place as part of the 6x per year LA monitoring sessions.	Release time for identified staff for preparation of documentation	3 days per new term	Chair or vice chair	Consistent accelerated progress across each year group	
	Quality of teaching and learning <ul style="list-style-type: none"> • Ensuring all tasks and activities are pitched at the right levels for all learners through the use of formative assessment to ensure challenge and support • Ensuring that effective support is given to all vulnerable groups including those with special educational needs and FSM provision. • To enhance the curriculum with the development of the outdoor curriculum 	Use assessment and monitoring to ensure Equality in vulnerable groups Ensure outdoor activities are inclusive and take into account the physical, emotional and social needs of any specific pupils.	SLT / Class teachers SLT / Class teachers SLT / Class teachers	To take place as part of the 6x per year LA monitoring sessions. Through 6x per year PPM meetings Through planned curriculum development staff meetings	Autumn term – Formative assessment training Teacher drop in sessions Middle leaders observations. PPMs used to identify and ensure support Training for provision of forest schools leader	Release time 2 days per new term. 6 days per year to conduct PPM meetings	Chair or vice chair LA school improvement advisor	Consistent accelerated progress across each year group Consistent accelerated progress across each year group A broad and well balanced curriculum with a wide range of opportunities	
	Behaviour and Safety <ul style="list-style-type: none"> • Introduction of a new ICT scheme of work which emphasises the importance of internet 	Ensure computing activities are inclusive and take into account the physical, emotional	KL	Autumn term 2014	Purchase of new curriculum resources	IRO £800	SLT HT Teaching and Learning committee	A broad and well balanced curriculum with a wide range of opportunities	

	<p>safety</p> <ul style="list-style-type: none"> Further develop the use of Pupil Voice in supporting standards of teaching & learning and the school environment 	<p>and social needs of any specific pupils.</p> <p>Take account of individual comments and requests</p>	PS RH	<p>Pupil questionnaire spring 2015</p> <p>School council autumn term meetings</p>	<p>Release time for school councillors</p>		SLT HT GOVs	<p>Pupils with a clear understanding of school development issues</p>	
	<p>Leadership and Management</p> <ul style="list-style-type: none"> Ensure governors are fully aware of how good teaching is and, where there is underperformance, question information about progress and challenge leaders effectively SLT to ensure Information on pupils' progress is accurate and current in all year groups. Monitored by each "New" term. Communication with parents is clear and accessible. Pupil Premium funding and Sports funding are used appropriately to promote pupil progress and well-being 	<p>Report fully and regularly to governors and take account of individual comments and requests</p> <p>Ensure monitoring and assessments are inclusive and take into account the physical, emotional and social needs of any specific pupils.</p> <p>Try to ensure all parents are able to access information through a variety of platforms</p> <p>Monitoring to ensure equality of opportunity amongst those eligible.</p>	<p>SLT / GOVs</p> <p>PS / RH</p> <p>PS</p> <p>PS / GOVs</p>	<p>Govs attend 6x per year data monitoring</p> <p>Data training autumn 14 and spring 15</p> <p>Teaching and learning, FGB and strategy meeting cycle.</p> <p>Sports funding reported to FGBs</p>	<p>X2 governor data training sessions</p> <p>Assessment training courses – as identified</p> <p>Provision of meetings with premier sports to ensure appropriate sports provision and training.</p>		<p>Chair or vice chair</p> <p>LA school improvement advisor</p> <p>GB Teaching and Learning</p>	<p>Fully informed and engaged governing body</p> <p>Accurate data monitored by LA school improvement advisor</p> <p>Increased staff awareness and training with regard to the provision of PE for all ages and abilities.</p>	

Additional Factors to be considered as ongoing school development matters

	<p>Disabled access: continue to review accessibility in relation to legislation and what is practical within the scope of the site / finances</p>	<p>All improvements and repairs to account of the appropriate legislation</p>	MF / WW	<p>To be considered as part of each individual project.</p>	<p>Follow recommendations of conditions survey /</p>	unknown	Resources Committee	<p>To comply with disability regulations as appropriate and affordable</p>	
	<p>Further exploit the use of the school website and a point of contact and source of information (Parentmail)</p>	<p>Accessibility plan published to website</p>	PS / SMT / School Council / Govs	EIS 2 upgrade	<p>DH support time</p> <p>Adobe Pro 9 £129</p>	NA	PS	<p>Improving accessibility and information for parents and visitors</p>	
	<p>Investors in people award</p>	<p>To review staffing policy and attitudes and values around the school</p>	PS SMT	Spring 2015	<p>Release time to cover interviews</p>	Cost £1700 approx	GOVS / SMT	<p>Added value to parents / staff and governors</p> <p>Demonstration of competence</p>	

Continue to update and review assessment and monitoring procedures in terms of recording and reporting progress (regular review of the annual paper report sent to parents)	Use assessment and monitoring to ensure Equality in vulnerable groups	PS	To take place as part of the 6x per year LA monitoring sessions.	Implementation of new software provided by RB (consultant)	½ basic supply cost (Software free upgrade)	PS RH	Ensure a monitoring system that identifies and supports curriculum and learning support provision throughout the school	
Further monitoring of AEN provision and review of vulnerable groups in relation to provision mapping forms	Use assessment and monitoring to ensure Equality in vulnerable groups	RR / PS / RH	Through 6x per year PPM	AS appropriate suitable training for RR	Courses + supply rate iro £180	VE	Ensure that all pupils with AEN receive appropriate support	
Continue to implement programmes to improve writing in specifically identified pupil groups.	Use assessment and monitoring to ensure Equality in vulnerable groups	RH MK PS	To take pace with Y6 during spring 15	2 memebrs of staff attending specialist training Remaining staff trained through SM and training days	£380 + supply	PS / VE	Potential improvement over time in identified groups performance	
Continue to use gap analysis and pupil data and pupil tracking meetings to monitor standards and modify teaching and support groups accordingly(CVA)	Use assessment and monitoring to ensure Equality in vulnerable groups	PS / RH	X6 per year	PS RH release time	SN (external consultant) to assist with analysis (at supply cost)	Gov / VE	Ensure a monitoring system that identifies and supports curriculum and learning support provision throughout the school	
To continue to increase the role and impact of the school council (pupil voice) in both strategic development and learning Implement new house teams and reward structure	Ensure school council voice is heard and consideration given to requests	RH	Termly pupil progress meeetings	As appropriate	RH release time	Govs / VE	Clear and understood involvement of the school council in the wider running of the school. Demonstrating “Pupil Voice”	
Review implementation data analysis tools to compliment and support intervention programmes with both vulnerable groups and the more able children	Use assessment and monitoring to ensure Equality in vulnerable groups	RH / RH	As part of the LA termly monitoring process	PS and RH deputy head release time	RB (consultant to support ½ day Supply rates)	AEN Gov / Curr Comm / VE	Clearly defined AEN / Vulnerable groups who can receive targeted support	
Further develop AEN support through the completion of both provision mapping and the revision of IEPs	Use assessment and monitoring to ensure Equality in vulnerable groups	RaHo	X6 per year – following “new terms”	RR release time ½ day every third week. Additional release time as requested	DA + support staff cover	PS RH	Clearly defined AEN / Vulnerable groups who can receive targeted support. Allocation of limited resources in the appropriate places	See notes from PPMs
Continue parental and pupil questionnaire process	Take account of individual comments and requests	PS	3x per year	Possibly according to findings (unknown as yet)	(unknown as yet)	Govs	To demonstrate communication with and account of pupil and parent voice	