

## Norton Primary Academy Equality Objectives Action Plan 2016 -17

<b>Objective:</b> To improve further outcomes for identified groups of vulnerable pupils.						
Action	How?	When?	Who?	Cost	Success Criteria	Monitored
To enhance provision for pupils with complex needs, including SEMH.	<p>*Extend access to and links with external services for SEMH</p> <p>*Ensure interventions (including 1:1 support) are used to maximum impact</p> <p>*Ensure high quality professional development with relation to SEND</p>	<p>Autumn '16</p> <p>Ongoing</p> <p>Autumn '16 onwards</p>	<p>SENDCo / Principal</p> <p>Classteachers</p> <p>Teaching assistants</p>	<p>CPD/PPA time £12,000 Counselling service CPD time</p> <p>Leadership time / TA CPD</p>	<p>Pupils with complex needs make at least expected, and at times accelerated, progress.</p> <p>Good practice and CPD is effectively shared to improve provision.</p> <p>Rapid access to support for pupils with SEMH difficulties.</p>	<p>SENDCo / Principal / PSA</p> <p>Phase lead</p>
To effectively support pupils / families at risk of disengagement.	<p>*Families are supported by appropriate professional including via use of EHA and Graded Care / targeted attendance support</p> <p>*Individualised plans impact upon attitude to learning positively (EHA)</p> <p>*Pupils supported effectively at times of greatest vulnerability.</p>	<p>Ongoing</p> <p>Termly review</p>	<p>Learning mentors</p> <p>PSA</p> <p>Vice Principal</p>	<p>CPD time</p> <p>£12,000 counselling service</p> <p>Attendance incentives</p>	<p>Greater levels of engagement evidenced.</p> <p>Partnerships further improved.</p> <p>Attendance / Punctuality improved – PA reduced.</p>	<p>Vice Principal</p> <p>Principal</p>
<b>Objective:</b> To further develop pupils' understanding of and tolerance of a range of lifestyles and beliefs with particular reference to addressing prejudice driven behaviour						
Action	How?	When?	Who?	Cost	Success Criteria	Monitored
To further promote tolerance / understanding of all lifestyles and address prejudice-driven behaviour in a range of respects so that all pupils feel safe.	<p>Anti-bullying week emphasis on discrimination in all forms – 'Power for Good'</p> <p>Ensure zero tolerance / recording of use of prejudice-driven language</p> <p>Ensure the wider curriculum celebrates and reflects the diversity of British, and global, society.</p>	<p>Autumn '16</p> <p>Sept '16</p> <p>Termly evaluation</p>	<p>Pupil group - SC</p> <p>P / all staff</p> <p>VP / Phase leads / RE lead / all staff</p>	<p>Planning Time / Working group meetings</p> <p>LTS training: bullying</p> <p>Stonewall Train the Trainer refresher £300</p>	<p>Incidents of use of prejudice-driven language reduced</p> <p>Greater respect for &amp; understanding of range of lifestyles</p>	<p>Principal</p> <p>Vice Principal</p> <p>PSE / Pupil Voice leads</p>

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