

## **ANNUAL PROGRESS AGAINST EQUALITIES ACTION PLAN**

**APRIL 2015-2016**

### **ELIMINATING UNLAWFUL DISCRIMINATION:**

- 2 incidences resolved successfully using restorative practice; involving collaboration between nurture teacher, parents, class teacher and children
- Nurture programme is fully embedded and the nurture teacher has actively works across the cluster in this role: supporting other Head teachers and as part of the leadership group of Aylsham High School Nurture unit
- Online Safety page on school website has been updated with guidance for families and includes an updated Online Safety policy. Year 6 children have held sessions across the schools on Internet Safety Day – February 2016 and throughout the year. They have designed and shared Online Safety posters that are present in all classrooms. Bully Busters follow a training programme throughout the year to develop children's awareness of keeping safe
- Assemblies, Careers Family Learning Days and British Values Statement on website ensures the school promotes pupils spiritual, moral, social and cultural development and prepares them well for life in modern Britain
- KS1: Raise data over past three years shows an improvement in attainment and a closing of the gap between disadvantaged pupils and national disadvantaged pupils. From -1.6 to -1.3 overall
- The attainment gap between disadvantaged pupils compared with the national figure for non dis-advantaged pupils is reducing overall from -1.7 in 2013 to -1.1 in 2015
- Staff, governors and families and children worked together to make a decision about the values of our school that underpin all our policies and practises. We have worked hard to enable children to understand what these values actually mean and these are celebrated in weekly assemblies; displayed in both schools and on the school website
- The School Council have worked with a range of stakeholders to revisit the Vision Statement for our schools and what this looks like in practice. School Council presented their child speak version of 'Successful Learners' to governors in July 2016
- The Immersive curriculum is planned with the children and enables children to apply their taught skills in a creative way through 'real life' contexts

### **PROMOTE EQUALITY OF OPPORTUNITY:**

- Equality of opportunity is given strong emphasis, the Chair of Governors is the Equalities Governor and she meets pupils and the Head teacher each half term to hear their views about aspects of school life and ensures the school, through its policies and procedures, promotes equality
- The Nurture teacher works closely with the High School during transition in particular and has provided outreach support to cluster primary schools
- Solihull Parenting course successfully completed and open to families within the partnership as well as the wider cluster of schools

- The committee structure of the governing body has been re –organised to ensure the skills set matches Ofsted accountability through a process of self- evaluation
- Half termly themed curriculum overviews are published on school website
- Arts mark self-assessment completed in Sept 2015 awarded the school a Silver level. The action plan is working towards Gold. This is a two year programme. The school has run a school choir, weekly singing sessions and a singing club, they have performed at local venues such as the Larel Club and various care homes in the community. We have run an Artsmark club and an Art Family Learning Day. An art exhibition was held in the summer term to showcase children’s work
- The schools have taken part in two Family Learning National Trust events within the Trust. Two classes have taken part in the Sainsbury Centre arts and cultural educational programme

#### **FOSTER GOOD RELATIONSHIPS:**

- Careful monitoring of playground incidences ensure consequences are given to children resulting in fewer repeated incidences from the same children. School has liaised with specialist behavioural consultants such as Short Stay for Norfolk and Step training regarding this national issue. A full range of activities are available. The immersive curriculum provides an opportunity for boys to engage with the curriculum
- Themed days/weeks: Careers, Money, Outdoor Learning, Safer Internet day, Reading and Maths cafes
- Phonics, Math calculation sessions run by Aylsham cluster Trust
- Residential trips
- Termly visits on a local and national basis
- Link school with Spain
- Involvement in Science, Art and Writing project with sister school in Shanghai
- Fortnightly assembly from the vicar and members of the local community
- Weekly assemblies covering the major religions
- All staff receive annual equalities update training
- Learning Conversations with families- twice a year
- Friends Facebook page – electronic communication
- Aylsham Cluster Trust Friends page
- Cluster Improvement Development Plan

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