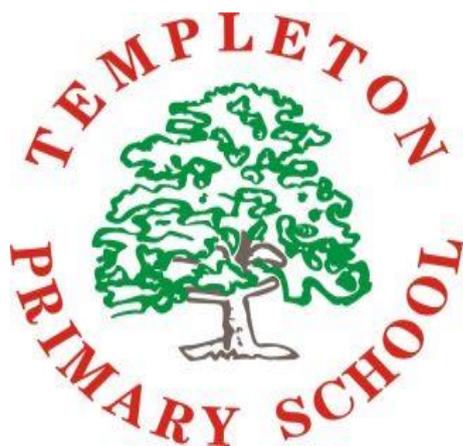


Templeton CP School
Ysgol Tredeml



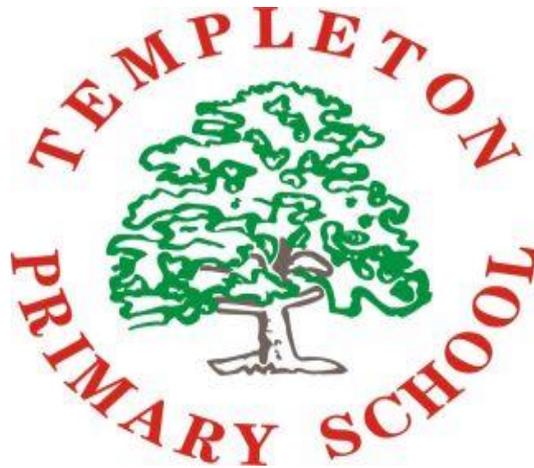
Strategic Equality
Plan

(2016-2020)

Templeton School

Strategic Equality Plan 2016 – 2020

PART A: Scheme



Strategic Equality Plan agreed by Governors:

Signed: (Chair person)

Date:

Scheme due for review:April 2020.....

Contents of our Strategic Equality Plan (SEP)

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App. 1	Regional Equality Objectives
App. 2	School Equality Objectives and Action Plan
App. 3	School Access Plan (use current plan for 2016-2020)

1. Our Distinctive Character, priorities and Aims

1.1 School values

At Templeton School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of disability, race, gender, age, sexual orientation, religion or belief, gender reassignment, pregnancy & maternity, marriage and civil partnership. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The school is very proud to be a 'Blue' Sector Lead school for Pupil Participation which demonstrates our approach to developing a positive school ethos and culture.

The achievements of our pupils are closely monitored and we use this data to support pupils, raise standards and ensure inclusive teaching. We tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Templeton School we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

This Strategic Equality Plan sets out an approach to promoting equality in every aspect of school life and relates to:

- Pupils
- Parents/Carers
- Staff
- Governors
- Members of the Wider Community

At Templeton School we believe that each child is special. Each has a special talent to bring to the School, or a special need to be accommodated. We aim to provide the very highest standard of education for all children.

We believe that every individual has the potential to grow and improve, both individually and collectively. Our school is always striving to improve, grow and move forward. Our school is about learning and celebrating achievement and success. It recognises that self-esteem is crucial for achievement.

Our philosophy of Education is always to help **every** child fulfil his or her potential, whatever that may be.

School Aims

Our aims for the children at Templeton School are as follows:

- Provide a caring, secure, happy atmosphere in which each individual's progress, development and wellbeing is of utmost importance
- Deliver and provide a high-quality, relevant, exciting and challenging curriculum that promotes an enthusiasm for learning
- Have a very good understanding of our children's emotional needs and ensure a high level of provision for emotional wellbeing
- Provide a spiritual dimension and multi-cultural awareness to the life of the school, which will be reflected in the children's attitudes, tolerance and behaviour
- Establish an environment within which teaching and support staff, governors, advisors, parents, future parents and friends of the school can work with each other to fulfil our potential and for the successful achievement of these aims **for the benefit of the children.**

At Templeton School we aim for pupils to:

- Develop the necessary skills to read, write and speak effectively and successfully
- Develop independence in their learning and enquiry so that each individual has the necessary skills and attitude to succeed
- Use mathematical skills and ideas in everyday situations and learning
- Develop creativity, critical thinking, curiosity and problem solving skills so that each child has the ability to explore and find out more
- Develop an awareness of the need for personal hygiene, good manners and courtesy towards others
- Develop the ability to participate fully and sensitively in a society where both English and Welsh are used as a means of communication, and to develop an understanding and empathy with Welsh heritage and culture
- Embrace new ideas and accept differences with understanding and respect
- Be aware of the fragility of our planet and the importance of living in a more sustainable way and how each person in society can 'make a difference'
- Live a healthy and physical lifestyle and understand the importance of healthy living
- Gain and discover the necessary skills in using ICT and ICT devices for communicating, embracing new technologies to benefit their own learning
- Persevere and take pride in all that they do in school and as part of the wider community
- Identify, recognise and achieve their own attainable goals and to take pride in their achievements with an awareness of how to further improve their skills and attitudes
- Cooperate and collaborate with others, developing the necessary skills for teamwork
- Develop resilience with a hard working attitude and the security of trialling different methods and approaches
- Be aware of and appreciate their locality, its language, culture, traditions and environment
- Be able to make informed decisions and gain an awareness of how to be responsible and honest Believe in themselves, have confidence and good self-esteem

1.2 Characteristics of our school

Templeton School is a mixed Community Primary situated in the village of Templeton, Pembrokeshire. It caters for children from the ages of 4 to 11 from a wide rural catchment area.

The school has a very good reputation for teaching pupils with additional learning needs and is very proud of its track record of success in providing an inclusive environment for all pupils.

The ethnic composition of both staff and pupils is predominantly White British and English speaking. The majority of the school's pupils are of Welsh origin with English as a first language although there are a very small number of Welsh speaking pupils and staff.

The school building has been adapted to meet the needs of disabled pupils and parents. Measures have been taken to prevent disabled pupils from being treated less favourably than other pupils. All alterations to the building are carried out with access as a priority and the school has an Access Plan in place.

The school ensures that the pupils are taught important values and appreciate the importance for inclusion, equal opportunities and respect. These values are adopted across the whole school and referred to and embedded throughout the whole curriculum.

1.3 Mainstreaming equality into policy and practice

As well as the specific actions set out beneath this plan, the school affirms its commitment to the equal treatment of all human beings regardless of any protected characteristics including: sex, age, race, ethnic or national origins, colour, marital status, sexual orientation, family responsibility, pregnancy or maternity, ability, political or religious beliefs and activities, unless those activities are contrary to the policies of the school. It is firmly opposed to any form of discrimination, which can be shown to be either directly or indirectly based on human attributes and values.

As well as the specific actions set out beneath this plan, the school operates equality of opportunity in its day to day practice in the following ways.

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- use contextual data to improve the ways in which we provide support to individuals and groups of pupils;
- monitor achievement data according to the various protected characteristics and action any gaps;
- take account of the achievement of all pupils when planning for future learning and setting challenging targets;
- ensure equality of access for all pupils and prepare them for life in a diverse society;
- use materials that reflect the diversity of the school, population and local community in terms of the various protected characteristics, without stereotyping;
- promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;

- seek to involve all parents in supporting their child's education;
- encouraging classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- including teaching and classroom-based approaches appropriate for the whole school population, which are inclusive and reflective of our pupils

1.4 Setting our equality objectives

We recognise our duty and responsibility to establish equality for all learners, staff, other members of the school community and service users regardless of their race, gender, disability, gender reassignment, sexual orientation, pregnancy & maternity, religion or belief, marriage and civil partnership as defined within the Equality Act 2010.

The purpose of our **Strategic Equality Plan (SEP)** is to fulfil the duties to promote equality for people with 'protected characteristics', and embed fairness and equality at the heart of our school community and in all aspects of our school plans and policies.

In setting the equality objectives for this school, we will take due regard to the Equality Act general duty:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; this means
 - a. removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b. taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
 - c. encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Our Strategic Equality Plan (SEP) and Equality Objectives are set in the light of:

- The regional equality objectives identified in **Appendix 1**;
- views expressed by stakeholders that have been involved in the development of the scheme;
- issues arising as a result of our analysis of our pupil data, e.g. attainment data of boys v. girls;

The delivery of our SEP will contribute to all of our actions and commitments to:

- raise standards;
- narrow the attainment gap in outcomes for children and young people;
- improve outcomes as described within the Children and Young People Plan (CYPP);
- promote community cohesion

Our School Equality Objectives are set out in **Section 5 (p.10) and Appendix 2.**

2. Responsibilities

2.1 Governing Body

The governing body has set out its commitment to equality and diversity in this plan and it will continue to do all it can to ensure that the school is fully inclusive to pupils, and responsive to their needs based on the various protected characteristics. The governing body:

- seeks to ensure that people are not discriminated against when applying for jobs at our school;
- takes all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strive to make communications as inclusive as possible for parents, carers and pupils;
- ensures that no child is discriminated against whilst in our school

In order to meet its reporting responsibility, the governing body will report on the progress of the SEP annually, as part of its Annual Report to parents.

2.2 Senior Leadership Team (SLT)

The SLT promotes equality and eliminates discrimination by:

- implementing the school's SEP, supported by the governing body in doing so;
- ensuring that all staff are aware of their responsibilities under the Act and are fully informed of our school's SEP and equality objectives,
- ensuring that all appointments' panels give due regard to this plan, so that no one is discriminated against when it comes to employment or training opportunities;
- promoting the principle of equal opportunity when developing the curriculum, and promoting respect for other people and equal opportunities to participate in all aspects of school life;
- treating all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, according to the Authority's and school's policies
- ensuring that all staff are aware of that equality is a whole school priority.

2.3 Staff – teaching and non-teaching

The school regards equality for all as a responsibility for all. All members of staff contribute to ensuring that our school is a fair, just and cohesive community by:

- ensuring that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school's SEP;
- striving to provide material that gives positive images based on the protected characteristics and challenges stereotypical images;
- challenging any incidents of prejudice, racism or homophobia, and record any serious incidents as prescribed in the LA and school's policies, e.g. reporting of racial incidents;
- supporting the work of ancillary or support staff and encourage them to intervene in a positive way against any discriminatory incidents

3. Information gathering and Engagement

3.1 Purpose and process

The collection of information is crucial to supporting us in deciding what actions to take to improve equality and eliminate discrimination within the school community. The information also subsequently helps us to review our performance, so it needs to be detailed enough to enable us to measure how we are delivering on equality duties. The information also helps us to do accurate impact assessment and identify which of the school's aims have been achieved and what we need to do better.

Engagement is based on the information gained about representation of different groups. We aim to do this as fully as possible while recognising issues of sensitivity in relation to the different protected characteristics. We take particular steps to ensure disabled children and young people, parents and carers are involved as is their entitlement. The reason that this progress is important is to understand the full range of needs of the school community.

3.2 Types of information gathered

The wide range of information gathered to support our planning and action to promote equality and eliminate discrimination includes the following:

- an analysis of the responses received from pupils, parents/carers, staff, governors and community groups following the distribution of a questionnaire to determine equality issues. The questions included in the questionnaire do not highlight specific protected characteristics, but seek to obtain stakeholders' views across the board;
- identification of children and young people, parents, carers, staff and other users of the school representing the different protected characteristics, if possible and appropriate. This helps us develop and monitor the scheme. Comprehensive and sensitive efforts are made to collect accurate information and meet data protection requirements, in addition to our duty to secure accurate information relating to ethnicity and first language;
- pupil attainment and progress data relating to different groups;
- children and young people's views actively sought and incorporated in a way that values their contribution; especially through Circle Time and School Council meetings.
- information about how different groups access the whole curriculum.
- sports and activities choices of all groups;
- uptake of enrichment activities by group;
- exclusions data analysed by group;
- records of bullying and harassment on the grounds of any equality issue;
- data on the recruitment, development and retention of employees;
- outcomes of activities promoting community engagement and community cohesion;
- outcomes of actions taken to secure the involvement of parents and others who have been identified as difficult to engage;

3.3 Engagement

The school involves stakeholders including children and young people, staff, parents/carers, governors and other users of the school in relation to all equalities duties. We take into account the preferred means of communication for those with whom we are consulting e.g.

translated materials or interpretation facilities for disabled people or those for whom English is an additional language or are newly arrived in this country.

The views of stakeholders and other equalities related groups are genuinely taken into account when we set priorities.

4. Equality Impact Assessment

Impact assessment refers to the review of all current and proposed plans and policies in order to help us act to promote equality and to ensure no person is disadvantaged by school activities through discrimination. Impact assessments are an on-going process to ensure that the school's plans and policies are developed in an increasingly inclusive and equitable way.

As part of this school's compliance of the specific duties of the Act, we will continue to undertake impact assessment of all new policies and plans prior to them being implemented. Similarly, we will impact assess our existing policies and plans whenever they are reviewed. As such, impact assessments are incorporated into the school's planned review and revision of every policy.

Where impact assessments have been done, they will influence changes to policy and the review of the SEP itself.

5. Objectives and Action Plans

Our chosen Equality Objectives are:

1. Ensure there is no or limited gap in performance between boys and girls in Literacy and Numeracy. Ensure boys' and girls' performance compares favourably with national, local and family averages.
2. Ensure there is no or limited gap in performance between FSM and Non-FSM pupils in Literacy and Numeracy. Ensure FSM and Non-FSM performance compares favourably with national, local and family averages.
3. Publish and promote the schools' Strategic Equality Policy (SEP) developed in line with the Equality Act 2010 through the school community.
4. Ensure there is high quality access to information and physical access to the school for all pupils, parents, staff and governors and members of the wider community.
5. Reduce gaps in levels of attendance between different groups of pupils as identified in school attendance data.
6. To improve the recording of bullying incidents, according to agreed definitions and analysis of records for patterns. Use this information to identify trends and ultimately reduce bullying incidents.

We have action plans covering all relevant protected characteristics (Appendix 2). These describe how we are taking action to fulfil both the general and specific duties. Our action plans are cross referenced with the School Improvement Plan which ensures that they are checked, monitored and evaluated systematically.

The action plans show:

- objectives and specific actions;
- expected impact and indicators of achievement (success criteria);
- clear timescales;
- who has lead responsibility;
- resource implications;
- specified dates for impact assessment and review.

The school evaluates the effectiveness of the SEP on a regular basis, through the governing body and with Estyn when the school is inspected.

6. Publication and reporting

The school provides a copy of its SEP and its action plan to meet its equality objectives in a range of formats and actively makes it available to parents/carers and others, including those identified as difficult to engage. The school prospectus includes a reference to the SEP and the values underpinning it.

The school reports annually on the progress made on the action plans and the impact of the SEP itself on school ethos and practice within the school. This is undertaken as part of the Governors' Annual Report.

All data collected will be used solely for the purpose of analyzing trends by protected characteristic in performance, take-up and satisfaction with services offered by the school or local authority. Such information will be stored separately from personal information which identifies the individual. In order to protect the identities of individuals when trend information is published no counts containing less than 5 individuals will be published.

7. Monitor and Review

As part of our responsibility to monitor the SEP, we commit to:

- Revisiting and analysing the information and data used to identify priorities for the SEP and action plans. This incorporates use of the overview of outcomes;
- Using the impact assessments to ensure that actions taken have a positive impact across all protected characteristics, that the promotion of equality is at the heart of school planning and that discrimination is being eliminated effectively.

The review of the SEP informs its revision, the setting of new priorities and action plans.

This process continues to:

- Involve the participation of a full range of stakeholders;
- Be evidenced based - using information and data that the school has gathered and analysed;
- Use the evidence to do accurate impact assessments which inform priorities.

We will undertake a full review of our SEP by April 2020.



Templeton School

Strategic Equality Plan 2016 – 2020



Appendices

Appendix 1: Regional Equality Objectives

Appendix 2: School Equality Objectives and Action Plan

Appendix 3: Current school Access Plan 2016-2020

Regional Equality Objectives

1. Reduce Gaps in attainment between Boys and Girls and between other protected groups as identified in local data

National research indicates inequalities in the levels of attainment between genders, ethnicities and between disabled people and non-disabled people. Boys, black, Bangladeshi and Pakistani pupils and disabled children all perform poorly on average compared to other groups.

2. Implement new Welsh Government Bullying Guidance and reduce Identity based bullying in schools

The All Wales Survey of Bullying in schools (WG 2009) found a range of identity based bullying in schools across Wales. Examples include 22% of year 6 pupils had been 'bullied in a homophobic way'; 7% of year 7 pupils had been 'bullied in some way due to learning difficulties' and 3% of year 10 pupils had been 'bullied in some way due to race or ethnic origin'.

3. Reduce gaps in levels of attendance between different protected groups as identified in local data

Work is currently underway to improve data analysis which can identify differences in attendance trends between groups of pupils with different protected characteristics. Several reports have been commissioned nationally which examine attendance of Gypsy Traveller and Irish Traveller children. Each found that attendance was lower among these children.

4. Reduce the number of NEETs

Wales has a higher proportion of people who were not in education, employment or training (NEET) among the 16-24 year old group than England. Being NEET is a major disadvantage to young people.

5. Improve access to information and physical access to schools and other learning settings for pupils, parents and staff.

Head teachers and Governors need to be confident that all pupils can reasonably access services and are not unjustifiably disadvantaged by having any of the protected characteristics. Schools already have Disability Access Plans in place. However, schools and local authorities through the public sector equality duties need, to cater for the needs of all protected groups so the scope is wider than Disability Access Plans.

6. Raise awareness of equality and diversity issues among Pupils, Staff and Governors.

None statutory guidance on the Public Sector Equality Duties states that 'a listed body in Wales (including all Schools) must make appropriate arrangements to promote knowledge and understanding of the general and specific duties amongst its employees.' In the school context we wish to extend this to include pupils and Governors.



Templeton CP School Strategic Equality Plan 2016 – 2020 Equality Objectives and Action Plan

<p>Equality Objective 1 Ensure there is no or limited gap in performance between boys and girls in Literacy and Numeracy. Ensure boys' and girls' performance compares favourably with national, local and family averages.</p>				
<p>Our Research: Analysis of the All Wales Core Data Sets and Fischer Family Trust Data (FFT) provide relevant information to compare boy and girl performance within the school and compare with national, local and family averages. Although no clear trend has been recognised there are specific and varied areas in which performance differ when compared.</p>				
<p>Information from Engagement: Staff meetings, discussions and analysis of school data have highlighted key areas of focus e.g PSD Outcome 6 in the Foundation Phase,</p>				
<p>Data Development: Boys and girls attainment will be very closely monitored and compared to national, local and family averages. All Wales Core Data Sets, G2 assessment data and school formative and summative data will be scrutinised to track boys' and girls' performance and make comparisons.</p>				
<p>This objective will be judged to be successful if...</p> <ul style="list-style-type: none"> • Boys' and girls' performance will be comparable within the school. Although consideration will be taken for particular cohorts and the additional learning needs of individual pupils. • Boys' and girls' performance within Tavernspite School compares favourably with national, local and family averages. 				
Actions:				
	Description	Responsibility	Start date	End date
1.1	Ensure pedagogy, curriculum design and resources suits all learners – boys and girls equally.	All Teaching Staff	April 2016	Ongoing
1.2	Ensure high level of pace and challenge within lessons to engage all learners.	All Teaching Staff	April 2016	Ongoing
1.3	Analyse data regularly to track boys' and girls' performance to make comparisons and set clear and accurate targets.	All Teaching Staff	April 2016	Ongoing



Strategic Equality Plan 2016 – 2020 Equality Objectives and Action Plan

Equality Objective 2

Ensure there is no or limited gap in performance between FSM and Non-FSM pupils in Literacy and Numeracy. Ensure FSM and Non-FSM performance compares favourably with national, local and family averages.

Our Research:

Analysis of the All Wales Core Data Sets and Fischer Family Trust Data (FFT) provide relevant information to compare FSM and Non-FSM performance within the school and compare with national, local and family averages. Although no clear trend has been recognised there are specific and varied areas in which performance differ when compared.

Information from Engagement:

Staff meetings, discussions and analysis of school data have highlighted key areas of focus.

Data Development:

FSM and Non-FSM attainment will be very closely monitored and compared to national, local and family averages. All Wales Core Data Sets, G2 assessment data and school formative and summative data will be scrutinised to track FSM and Non-FSM performance and make comparisons.

This objective will be judged to be successful if...

- FSM and Non-FSM performance will be comparable within the school. Although consideration will be taken for particular cohorts and the additional learning needs of individual pupils.
- FSM and Non-FSM performance within Tavernspite School compares favourably with national, local and family averages.

Actions:

	Description	Responsibility	Start date	End date
1.1	Ensure pedagogy, curriculum design and resources suits all learners – FSM and Non-FSM equally.	All Teaching Staff	April 2016	Ongoing
1.2	Ensure high level of pace and challenge within lessons to engage all learners including FSM and Non-FSM	All Teaching Staff	April 2016	Ongoing
1.3	Effective use of Pupil Deprivation Grant to reduce the gap between FSM and Non-FSM	All Teaching Staff	April 2016	Ongoing



Strategic Equality Plan 2016 – 2020 Equality Objectives and Action Plan

Equality Objective 3

Publish and promote the schools' Strategic Equality Policy (SEP) developed in line with the Equality Act 2010 through the school community.

Our Research:

Research indicates that many stakeholders were unaware of the Strategic Equality Plan and how the objectives are to be implemented.

Information from Engagement:

It was agreed that it would be useful to make stakeholders aware of the school's equality objectives by presenting them on the school website and by discussing them at staff and governor meetings.

Data Development:

Further data will be collected from stakeholders to ensure these measures have been successful and the equality plan and objectives are understood by all stakeholders.

This objective will be judged to be successful if...

- Key stakeholders (staff, parents and governors) show a very good understanding of the school's equality objectives and contribute positively to the implementation of the action plans.

Actions:

	Description	Responsibility	Start date	End date
1.1	Publish equality objectives on the school website.	Mr. Phelps	April 2016	April 2020
1.2	Discuss SEP and equality objectives in staff and governor meetings. Report progress of equality Objectives in termly Head Teacher report to the Governing body.	Mr. Phelps and GB	April 2016	April 2020
1.3	Ensure stakeholders are invited to contribute to the implementation of the action plan in order to achieve the equality objectives.	Mr. Phelps Stakeholders	April 2016	Ongoing



Templeton CP School

Strategic Equality Plan 2016 – 2020

Equality Objectives and Action Plan

Equality Objective 4

Ensure there is high quality access to information and physical access to the school for all pupils, parents, staff and governors and members of the wider community.

Our Research:

Our governors and senior leadership team need to be confident that all pupils can reasonably access services and are not justifiably disadvantaged by having any of the protected characteristics.

Evidence suggests that at Templeton School access within the school itself is very good and progress has been made to ensure that pupils with disabilities are able to participate in school trips and other off site activities. This is to be further developed.

Information from Engagement:

Discussions with staff have highlighted the progress made particularly since we make such a strong commitment to offsite outdoor education at local beaches and woodlands. It is recorded that pupils would disabilities successfully to access these learning opportunities.

Data Development:

N/A

This objective will be judged to be successful if...

- Templeton School can continue to demonstrate that disabled children have the same (wherever reasonable) opportunities to access off site activities as other children especially outdoor education.

Actions:

	Description	Responsibility	Start date	End date
1.1	Staff meetings to discuss ways of ensuring access for disabled children to offsite activities and school trips.	Mr. Phelps All Staff	Ongoing	Ongoing
1.2	Should the need arise, a guidance document may be produced by the school to support and assist teachers and other staff who are planning to take disabled children to offsite activities particularly outdoor education visits at local woodlands and beaches etc.	Mr. Phelps All Staff	Ongoing	Ongoing



Strategic Equality Plan 2016 – 2020

Equality Objectives and Action Plan

Equality Objective 5				
Reduce gaps in levels of attendance between different groups of pupils as identified in school attendance data.				
Our Research:				
Evidence suggests that there are some groups and individual children with poor attendance. These are closely monitored by both the school and LA. We are particularly interested in the attendance rates of children receiving free school meals and those on the SEN register and have noticed in some cases there are issues which needs addressing.				
Information from Engagement:				
Staff meetings and discussions re. analysis of attendance data have identified the link between children receiving free school meals, being on the SEN register and having poor attendance in some cases. Other examples of poor attendance have also been identified by staff.				
Data Development:				
We need to gather further information on the attendance rates of pupils receiving free school meals and being on the SEN register to identify whether there are any gaps in the attendance of these pupils.				
This objective will be judged to be successful if...				
<ul style="list-style-type: none"> • We have identified any problems with the attendance rates of groups of pupils who share particular protected characteristics as defined by the Equality Act 2010. • We have implemented systems and procedures to raise rates of attendance with these particular groups of children who share protected characteristics. • School attendance reaches attendance targets and performs well when compared to similar schools. 				
Actions:				
	Description	Responsibility	Start date	End date
1.1	Whole staff analysis of attendance data to identify any attendance gaps for groups of pupils who share particular protected characteristics e.g. on SEN register, receiving free school meals, looked after children etc.	All Staff	April 2016	April 2020
1.2	Implement procedures to raise rates of attendance with these particular groups of children who share protected characteristics and have been identified as having poor attendance. Work very closely with these families and access the services of the Pupil Support Officer.	All Staff	April 2016	April 2020



Strategic Equality Plan 2016 – 2020

Equality Objectives and Action Plan

Equality Objective 6

To improve the recording of bullying incidents, according to agreed definitions and analysis of records for patterns. Use this information to identify trends and ultimately reduce bullying incidents.

Our Research:

Research and the generated publication by Estyn 2014 (action on bullying) reports that most schools in the survey keep records of behavioural incidents and a minority keep a specific record of bullying incidents. Very few primary schools categorise incidents according to the protected characteristics. As a result, they do not have a clear picture of patterns of behaviour over time that they can use to inform anti-bullying planning.

Information from Engagement:

Staff meetings and discussions re. behaviour patterns and current documentation of offences has been analysed. The Governing Body anti-bullying representative has engaged with staff to consult on the current methods of recording.

Data Development:

We need to continue to analyse trends of our bullying data incidents to identify patterns. The records need to be presented according to the protected characteristics.

This objective will be judged to be successful if...

- We are able to effectively identify trends in bullying data and use this information to reduce bullying incidents. We will have improved and more consistent means for recording behaviour patterns.
- Ensure all bullying incidents are well documented and recorded.

Actions:

	Description	Responsibility	Start date	End date
1.1	Whole staff analysis of bullying data to identify trends and use this information to reduce bullying incidents	All Staff	April 2016	April 2020
1.2	Continue to use and develop bullying incident recording systems.	All Staff	April 2016	April 2020

SCHOOL ACCESSIBILITY PLAN 2016 - 2020

SCHOOL : Templeton CP School

COMPLETED BY : Mr. K. Phelps/Mrs S. Arthur

DATE : April 21st 2016

ACCESSIBILITY PLAN OUTCOME – PART A

Increasing the extent to which disabled pupils can participate in the school curriculum

1. Activities	2. Success Criteria	3. Responsibility	5. Cost £	6. Monitoring	7. Evaluation
<i>What specific tasks do we plan to undertake to achieve our planned outcome?</i>	<i>How will we know whether we have achieved our target?</i>	<i>Who, Where</i>		<i>What evidence will be gathered? Who will collect it and how?</i>	<i>How effective is the action?</i>
<p><u>Short Term (1 Year)</u> Ensure teachers and assistants have the necessary training to teach and support pupils with disabilities.</p> <p>Ensure classrooms are optimally organised for pupils with disabilities and appropriately resourced.</p>	<p>Teachers and assistants received the necessary training to teach and support pupils with disabilities.</p> <p>Classrooms are optimally organised for pupils with disabilities and appropriately resourced.</p>	<p>Staff Development Officer</p> <p>Headteacher</p> <p>Governing Body</p>	EIG Funding	<p>EIG Evaluation and Sending Plans to be completed to identify training needs. Course feedback to be provided by attendees to all staff.</p> <p>Discussions with parents of children with disabilities, staff discussions etc.</p>	<p><u>Proposed completion date:</u> Ongoing (2016-2020)</p>
<p><u>Medium Term (2 Years)</u> Ensure pupils with disabilities are able to take part in music, drama, physical activities, and the appropriate sex education curriculum.</p> <p>Ensure pupils with disabilities have the opportunity to have key responsibilities and roles in the school e.g. the school council, eco-committee.</p>	<p>Pupils with disabilities to take part confidently in music, drama, physical activities and the appropriate sex education curriculum.</p> <p>Pupils with disabilities have the opportunity to have key responsibilities and roles in the school e.g. the school council, eco-committee.</p>	<p>Headteacher</p> <p>Governing Body</p> <p>Headteacher</p> <p>Governing Body</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Discussions with parents of children with disabilities, staff discussions etc. to monitor progress. Are pupils with disabilities taking part in named activities?</p> <p>Discussions with parents of children with disabilities.</p> <p>Staff discussions etc. to monitor progress of their roles and responsibilities.</p>	<p><u>Proposed completion date:</u> Ongoing (2016-2020)</p>
<p><u>Long Term (3 Years)</u> Ensure reasonable adjustments are made to ensure that school trips and visits, including residential visits are made accessible to pupils with disabilities.</p>	<p>Reasonable adjustments are made so that All school trips and visits, including residential visits are made accessible to pupils with disabilities.</p>	<p>Headteacher</p> <p>Governing Body</p> <p>Class Teachers</p>	Ongoing	<p>Discussions with parents of children with disabilities, staff discussions etc. to monitor progress. Have reasonable adjustments been made to increase access for pupils with disabilities.</p>	<p><u>Proposed completion date:</u> Ongoing (2016-2020)</p>

SCHOOL ACCESSIBILITY PLAN 2016 - 2020

SCHOOL : Templeton CP School

COMPLETED BY : Mr. K. Phelps /Mrs S. Arthur

DATE : April 21st 2016

ACCESSIBILITY PLAN OUTCOME – PART B

Improving the physical environment of schools to increase the extent to which disabled people can take advantage of education and associated services in schools

1. Activities	2. Success Criteria	3. Responsibility	5. Cost £	6. Monitoring	7. Evaluation
<i>What specific tasks do we plan to undertake to achieve our planned outcome?</i>	<i>How will we know whether we have achieved our target?</i>	<i>Who, Where</i>		<i>What evidence will be gathered? Who will collect it and how?</i>	<i>How effective is the action?</i>
<p><u>Short Term (1 Year)</u> Pupil A in wheelchair with Cerebral Palsy has been admitted within the federation. Ensure physical environment is fully accessible so pupil can take advantage of education and associated services.</p>	<p>Pupil A, in wheelchair with Cerebral Palsy, has been fully integrated into the life of the federation. All reasonable adjustments have been made. Physical environment is fully accessible so pupil can take advantage of education and associated services.</p>	<p>Headteacher Governing Body Pembrokeshire County Council</p>	Ongoing	<p>Surveys and questionnaires completed by able and people with disabilities. An observation to monitor the bell is the correct height for wheelchair users and clearly demarcated.</p>	<u>Proposed completion date:</u> Ongoing
<p><u>Medium Term (2 Years)</u> Ensure the disabled toilet is fully functioning for people with disabilities i.e. the alarm is located correctly and works well and the flush is in the correct position for a wheelchair user.</p>	<p>The disabled toilet is fully functioning for people with disabilities i.e. the alarm is located correctly and works well and the flush is in the correct position for a wheelchair user. Disabled toilet is well presented and decorated.</p>	<p>Headteacher Governing Body Pembrokeshire County Council</p>	N/A	<p>Discussions with people with disabilities to ensure the disabled toilets are well presented, easy to use and working properly.</p>	<u>Proposed completion date:</u> Ongoing
<p><u>Long Term (3 Years)</u> Ensure reasonable adjustments are made so that people with disabilities are able to gain access to the school gardens and grounds.</p>	<p>Reasonable adjustments are made so that people with disabilities are able to gain access to the school gardens and grounds.</p>	<p>Headteacher Governing Body</p>	£500	<p>Discussions with people with direct experience of disability, staff discussions etc. Are they able to gain access to the school garden and grounds?</p>	<u>Proposed completion date:</u> Ongoing

SCHOOL ACCESSIBILITY PLAN 2016 - 2020

SCHOOL : Templeton CP School

COMPLETED BY : Mr. K. Phelps /Mrs. S. Arthur

DATE : April 21st 2016

ACCESSIBILITY PLAN OUTCOME – PART C

Improving the delivery to disabled pupils of written information provided to pupils who are not disabled

1. Activities	2. Success Criteria	3. Responsibility	5. Cost £	6. Monitoring	7. Evaluation
<i>What specific tasks do we plan to undertake to achieve our planned outcome?</i>	<i>How will we know whether we have achieved our target?</i>	<i>Who, Where</i>		<i>What evidence will be gathered? Who will collect it and how?</i>	<i>How effective is the action?</i>
<p><u>Short Term (1 Year)</u> Training is provided to ensure that staff are familiar with technology and practices to improve the delivery to disabled pupils of written information provided to pupils who are not disabled.</p>	Training carried out to ensure that staff are familiar with technology and practices to improve the delivery to disabled pupils of written information provided to pupils who are not disabled.	Headteacher Staff Governing Body	EIG Funding	Staff discussions as part of Performance Management to monitor familiarity with technology and relevant practices. GB meetings. Governor discussions.	<u>Proposed completion date:</u> July 2016
<p><u>Medium Term (2 Years)</u> Ensure that all school events are fully accessible to people with disabilities (pupils, parents etc.) and that reasonable adjustments will be made. Information to be published in newsletters about reasonable adjustments made for disabled access.</p>	School events are fully accessible to people with disabilities (pupils, parents etc.) and that reasonable adjustments are made. Information is published in newsletters about reasonable adjustments made for disabled access	Headteacher Staff Governing Body	Ongoing Ongoing	Discussions with people with disabilities to ensure that feel reasonable adjustments are made so that they can attend all school events etc. Are people with disabilities aware of the reasonable adjustments that have been made?	<u>Proposed completion date:</u> July 2016
<p><u>Long Term (3 Years)</u> Written information to be made available in various font sizes or Braille, if required, for the visually impaired. Information to be provided by email, if required, so that it can be enlarged to appropriate size.</p>	Written information is made available in various font sizes or Braille, if required, for the visually impaired. Information to be provided by email, if required, so that it can be enlarged to appropriate size.	Headteacher Staff Governing Body	Ongoing	Discussions with people with disabilities to ensure that they are aware that information is available in a variety font sizes and Braille is available, if required. Do you know that you may receive information by email so that you can enlarge the font as required?	<u>Proposed completion date:</u> Ongoing (2016-2020)

