

Equality Plan and Objectives



School:	Campton Academy
Principal:	Sarah Fraher
Link Governor (if appointed):	
Date published:	September 2021
Review date:	September 2023

Objective 1: [state objective] *Improve the attainment of boys in the Early Years so that there is little difference between the outcomes of boys and girls.*

Key Action(s)	Lead	Target Date	Review / Outcome / End of cycle impact assessment
- Track the attainment of boys throughout the Foundation Stage	Class teacher Principal	June	<i>Autumn 2022 – baseline assessment used to identify individuals in need of intervention</i> <i>July 2023 – No significant difference between the attainment of boys and girls</i>
- Provide early intervention to support boys to make accelerated progress	Class teacher	Ongoing	Autumn 2022 – Interventions in place (phonics, PSCH, speech and language) July 2023 – interventions have enabled boys to make accelerated progress, particularly with early Literacy skills.
- Identify key areas that are holding boys back and target these through Quality First teaching.	Class teacher	Ongoing	Autumn 2022 – social skills have been identified as a key area. This is being addressed through modelling and targeted lessons.

			July 2023 – Social skills interventions have supported targeted children to improve their communication and interaction skills. Dots sessions have supported emotional regulation skills. Time to talk has been provided to support individuals.
Objective 2: [state objective] <i>Ensure the ethos of school encourages respect and tolerance</i>			
Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
- Respect and tolerance to be covered as part of the Academy's values and PSHE curriculums.	Subject leader	ongoing	Autumn 2022 – tolerance covered in values assemblies and in class. Several children in each year group have been rewarded with a tolerance badge for showing this value. July 2023 – Value of tolerance changed to Acceptance. Pupils are very accepting of differences and show support to each other.
- Staff to model the behaviours expected and to highlight examples in the children's behaviours.	All staff	ongoing	Autumn 2022 – This is ongoing. A focus has been place on tolerance at playtime. July 2023 – continued support is required at playtime, particularly when pupils are engaged in competitive games. Playtime and lunchtime certificates have been introduced to highlight examples of desired behaviour. Objective to be continued on next plan
- R.E curriculum to explicitly teach respect and tolerance when learning about different cultures and beliefs.	Class teachers	End of each term	Autumn 2022 – evidence in RE books / pupil response July 2023- Pupil voice provides evidence of knowledge of difference cultures. Learning walks

			have provided evidence of pupils speaking respectfully about religions and cultures.
Objective 3: [state objective] Ensure our recruitment and CPD processes avoid discrimination			
Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
- Identifying information removed from application prior to shortlisting.	Office manager	Ongoing	Autumn 2021 – Office manager ensures this is completed
- Ensure CDP and staff training covers a wide range of relevant topics (e.g. prevent)	Principal	End of academic year	Prevent included during September INSET Key staff have attended RE curriculum training CPD programme discussed with director of education / teaching school.
Objective 4: [state objective] Purchase materials and resources that promote equality			
Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
- Children exposed to resources which depict a wide variety of children, families, religions and beliefs.	Class teachers	Ongoing	Autumn 2021 – whole school focus on black history month. Additional books purchased to depict a wider variety of families, disabilities, religions and children. Assemblies used to expose pupils to different cultures (artists, festivals, religious events)
- Encourage attendance on faith tours and visits from groups not usually present in the school's intake.	Principal	End of academic year	None completed so far. This is being planned for 2023/24 academic year