

Identified concern:	Pupil premium pupils have a lack of equal access to opportunities
Objective:	Narrow the gap between pupil premium and non-pupil premium students
Aim:	To have a clear strategy for improving the outcomes and opportunities for pupil premium pupils
Action:	<p>School trips are heavily subsidised, or free</p> <p>Food Bank available to families in need</p> <p>Supermarket vouchers for identified families</p> <p>Free uniform is given to identified families, second hand uniform is also available</p> <p>Access to library and quality reading books</p> <p>Pupil premium pupils are prioritised for tutoring/intervention</p> <p>The school has a dedicated pupil mentor / counselling service</p> <p>There is a separate pupil premium strategy and allocated funding to target support for these pupils</p>
Responsibility:	Headteacher / Deputy Headteacher
Affected parties:	Pupil Premium pupils
Timescales:	Ongoing
Success criteria:	<p>Attainment gap will narrow identified by teaching staff, and shown in formal testing.</p> <p>All pupil premium pupils accessing wider curriculum</p> <p>Positive responses to Pupil Voice questionnaire</p>
Review:	Ongoing, and in response to test results / staff raising concerns / feedback from pupils

Identified concern:	Staff have reported instances of bullying and prejudiced language by pupils
Objective:	Educate all parties in understanding what is inappropriate language, and what constitutes bullying
Aim:	Parents and pupils to understand what constitutes bullying, what is inappropriate, and what is appropriate. Staff are adequately trained and feel able to respond to concerns, and deal with incidents appropriately
Action:	<ul style="list-style-type: none"> Safeguarding training Online safety training CPOMS and record keeping development Workshops with children Jigsaw PSHE lessons Parent workshops Clear anti-bullying policy Supervised play time – pro-actively addressing issues as they arise Zero tolerance approach across the school
Responsibility:	Headteacher / All staff and pupils to be responsible for their own actions and their responses to hearing inappropriate comments
Affected parties:	All stakeholders
Timescales:	Ongoing
Success criteria:	Reduction of incidents recorded on CPOMS, and anecdotally from staff
Review:	Termly

Identified concern:	Barriers amongst staff to access equal career opportunities
Objective:	To give all staff equal career and progression opportunities
Aim:	All staff should have access to further training and development. All staff to be made aware of relevant vacancies and given opportunities to apply, and to develop in their role in order to access opportunities in future.
Action:	All staff informed of new vacancies when they arise Training opportunities given – where relevant Flexible working requests considered in line with the needs of the school
Responsibility:	Headteacher
Affected parties:	All staff
Timescales:	Ongoing
Success criteria:	Appraisal feedback, staff satisfaction survey, general staff wellbeing
Review:	Appraisals are conducted three times per year. Staff satisfaction surveys are conducted annually