



## Equalities Action Plan 2020 - 2023

Leader(s)	K Brown				
Links to School Improvement Plan	Narrow the gap between groups of pupils to raise attainment and ensure pupils falling behind catch up To further enhance the understanding for pupils, staff and governors of different groups of pupils.				
Rationale	The school has a diverse population and many different groups that attend, some of which are vulnerable. A range of interventions and activities are in place in addition to the core curriculum to ensure that all pupils in school are treated equally. The school is in a strong position in terms of ensuring that opportunities are equal for all. The school is now looking to appoint a governor to monitor equality, standards and attainment of different groups and to assist in the further development of the website to publish information.				
Key Objective	Actions	Timescales	Who	Cost / Resource Implications	Success Criteria
<p>To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils in order to narrow the gap and ensure pupils 'catch up'</p> <p>To raise levels of attainment in core subjects for vulnerable learners.</p>	<ul style="list-style-type: none"> <li>Monitor and analyse attainment in each year group</li> <li>Ensure intervention and actions are in place for different groups of pupils to catch up</li> <li>Raise attainment in core subjects and reduce the gap between national and school level for different groups</li> <li>To Publish attainment data to show whether certain groups are in need of support on the school website</li> </ul>	Autumn	Year group staff KB	Time	Groups of pupils identified for support and standards and attainment raised for vulnerable groups of pupils
		Spring			
		Summer			
		Ongoing	Year group leaders KB	Time	
		Summer 21	Year group leaders KB	Time	
		Summer 21	KB	Time	
To appoint an equalities governor to meet with key staff and monitor equalities throughout the school.	<ul style="list-style-type: none"> <li>To appoint an equalities governor and inform and involve them in developing Equalities throughout the school</li> <li>To train governors and staff on the equalities act and minute</li> </ul>	Spring 21	SLT Governors	Time	Governor for equalities in post Monitoring meetings take place to ensure that the

To ensure that governors and staff are informed and implementing the equalities act	that governors and staff have been reminded of their responsibilities under the act	Spring 21	KB	Time	Equalities Act is implemented
To ensure that equality issues are dealt with effectively  To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.	To deal with relevant equality issues through assemblies, the curriculum  To increase understanding between religious groups  Parent and pupil questionnaire to monitor engagement and fairness of access.  School council activities	Ongoing	SLT KB  Year group curriculum KB  KB  PH KB	Time  Time  Time  Time and Resources budget	Staff are aware of any issues and these are resolved promptly  Pupil, staff and parent engagement is high and access for all is achieved
<b>Monitoring cycle (how will I check this is working/ having impact – include governor linking where applicable)</b>					
<b>Monitoring Activity</b>	<b>People involved</b>	<b>When</b>			
Governor Visits	Link Governor KB	Every Term from Spring 21			
Action plan highlighted	KB	Ongoing			
Questionnaire Report	KB	Summer 21			
Attainment Analysis	Year group staff	Every Term			
Training log / Assembly log	KB	Summer 21			

Next steps for the future

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