

Equality Action Plan 2019-2022

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators?
All	Prepare the Equality Plan and promote staff and governor awareness through the website, school newsletter and staff meetings. All staff and governors to be made aware of the plan through Governors Meetings and Staff meetings.	Staff and Governor questionnaires Annual Parent survey to include question about parental awareness of the Equality Plan	Head Teacher	Approval by Governors by ... Staff made aware in staff meeting by ... Published on school website by November 2020 Parents made aware via school website/newsletter/parent mail by November 2020.	Staff are familiar with the principles of the Equality Plan and use them when planning lessons & creating resources and displays Parents are aware of the Equality Plan
All	Monitor and analyse pupil attainment and achievement by race, gender, disability and socio-economic background and act on any trends or patterns in the data that require additional support for pupils.	Pupil progress data analysed by race, gender, disability and socio-economic background on half termly basis	Head Teacher, SLT and Governing Body	Half termly - October, December, February, April, May, July	Analysis of teacher assessments/data demonstrates narrowing gap for quality groups
All	Embed a curriculum that promotes equality	PSHE class celebration books, RE books, displays, planning	Head Teacher and Assistant Head responsible for PSHE	Half termly- October, December, February, April, May, July	Coverage of PSHE objectives is recorded and evidenced in class books

All	Ensure displays in classrooms and corridors promote diversity. Phase groups to have rolling programme of curriculum coverage which includes a display to reflect equality/PSHE issues	Learning environment scrutiny carried out termly	SLT	Half termly- October, December, February, April, May, July	Displays evident – phases will have rolling programme of curriculum coverage which includes a display to reflect equality/PSHE issues
All	Ensure provision and coverage of teachings of Equality Act 2010 through whole school adoption new BCC curriculum resources.	Planning scrutiny Monitoring of PSHE class books, RE books, Literacy Books, displays, pupil conferencing	SLT	Half termly	Children will talk confidently about their understanding of equality issues. Planning, work and displays will demonstrate coverage of objectives
All	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school, e.g. through involvement in the School Council by election, class assemblies, fun-raising etc	School council monitored by race, gender, disability	Member of staff leading on School Council	From September 2020	Diversity and representation on school council
Race Equality Duty	Identify, respond and report racist incidents as outline in the Equality Plan. Report figures to the Governing Body / Local Authority	Head Teacher / Governing Body will use data to assess the impact of the school's response to	Head Teacher / Governing Body	Reporting termly	Teaching staff are aware of and respond to racist incidents. GB challenge reporting of data

		incidents e.g. have approaches led to decrease in incidents? Are pupils/parents satisfied with response?			
Gender Equality Duty	Embed teaching strategies to raise engagement and attainment of boys in writing.	SLT will assess half-termly pupil progress data to assess progress in attainment gap between B and G being diminished.			
Gender Equality Duty	Embed teaching strategies to raise engagement and attainment of girls in Maths and Reading.	SLT will assess half-termly pupil progress data to assess progress in attainment gap between B and G being diminished.			
Community Cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid, Christmas	Assemblies Monitoring of RE/PSHE planning and books Pupil conferencing	RE/PSHE co-ordinator	Half termly	Increased awareness of different communities evident in RE planning/books/Class PSHE books/pupil conferencing
Disability Equality Duty					