

Equality Policy - Action Plan 2020 - 23

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	Publish and promote the Equality Policy through the school website and staff meetings.	Question about awareness of Equality Scheme in any relevant surveys to staff/parents	Mr S Jackson Headteacher Miss T Gibbin Deputy Head	Annually from time when policy is introduced	Staff are familiar with the principles of the Equality Policy and use them when planning lessons, creating class room displays Parents are aware of the Equality Policy
All	Monitor and analyse pupil achievement by race, gender, disability and other protected characteristics and act on any trends or patterns in the data that require additional support for pupils.	Data analysed by race, gender, disability and other protected characteristics	Mr S Jackson Headteacher Mrs J Wilson Assistant Head Governing body	Annually in September	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups
All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Increase in pupil participation, confidence and positive identity – monitor through Personal Development and Form Tutorials	Mr S Jackson Headteacher All staff	Ongoing	More diversity reflected in school displays across all year groups Pupil assemblies highlighting diversity

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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, fund raising etc.	School council representation monitored by race, gender, disability and other protected characteristics	Mr S Jackson Headteacher i/c School Council	From September 2017	More diversity in school council membership
All	Ensure to secure and retain an effective, efficient and representative workforce.	Monitored against each recruitment campaign quantifying data supplied via the equality and monitoring pro forma attached to the application form.	Mr A Young HR Officer	Ongoing	A wide and varied use of recruitment publications and a representative workforce.
Disability Equality Duty	Promote Governor vacancies with leaflets in accessible formats and positively encourage applications from disabled candidates.	Monitoring of applications by disability to see if material was effective	Lead Governor on Special Educational Needs & Disabilities	September 2017 onwards	More applications from disabled candidates to be School Governors
Community Cohesion and SMSC	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Chinese New Year, Ramadan etc.	Assemblies (rota of themes) and Personal Development lessons	Miss T Gibbin Deputy Head SLT and Heads of Year Mrs M Avery Head of Personal Development	Ongoing	Participation in a range of events and activities and assessments in related lessons show progress of understanding and development of knowledge