

## Keswick School Equality Policy Objectives - Action Plan 2024-2027

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators	Equality Strand	Action	How will the impact of the action be monitored?
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  Ms W Lightfoot 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	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
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	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
All	Ensure that displays in classrooms and corridors promote diversity in	Increase in pupil participation, confidence and positive identity – monitor through Personal	Mr S Jackson Headteacher  All staff	Ongoing	More diversity reflected in school displays across all year groups	All	Ensure that displays in classrooms and corridors promote diversity in	Increase in pupil participation, confidence and positive identity – monitor through

	terms of race, gender and ethnicity.	Development and Form Tutorials			Pupil assemblies highlighting diversity		terms of race, gender and ethnicity.	Personal Development and Form Tutorials
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 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
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.	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.