



Equality Action Plan 2020 – 2022

Objective/target	Activity	By When	By Whom	Resources Required	Success Criteria	Progress
Review Equality Scheme	Review scheme at staff meetings and governors team meetings	November each year	HT/DHT	Staff and governor meetings	Equality Scheme reviewed by stakeholders (minutes)	
Annual consultation with school council	SLT member responsible for school council to put scheme to council in broad terms eg do they understand disability?	Term 2 each year	SLT	School council meeting	Opinions sought by school council from pupils. Feedback from school council in Assembly	
Annual consultation with parents, staff and governors	Questions added to annual questionnaires	May each year	HT/DHT	Questionnaires	Consultation carried out-scheme reviewed and adjusted as required	
Analysis of standards	Track progress of pupils by SEN, disadvantage, ethnicity, gender and disability	Term 2,4,6	Assessment coordinator/inclusion manager/HT	Time to discuss at either PPM or Provision Mapping	Pupils tracked to ensure they make expected progress	
To ensure disabled parking is available at all times	Regular reminders/notices to other parents	Ongoing	HT/DHT		At least 2 disabled parking spaces kept clear (number to be reviewed depending on need)	To ensure disabled parking is available at all times
Ensure information is gathered regarding pupils joining the school	Review existing application forms to ensure information regarding ethnicity and disability is recorded and	September each year	Receptionist/PA	Review application forms	School holds records of pupils with disabilities and details of ethnicity. Procedures are	

	added to MIS in addition to gender				reviewed to assist these pupils. Health care plans formulated if necessary.	
Ensure supply staff are aware of disabilities of some pupils	Information to be provided in staff information file in each classroom	Updated each September	DHT	Information files	All teachers better informed	Ensure supply staff are aware of disabilities of some pupils
Safety for all pupils around the school	Any building work to take accessibility into account	Monthly safety	SBM, H&S officer and governor		Ensure full access for all	Safety for all pupils around the school
Promote equality through the curriculum	Curriculum positively promotes difference; discussions in PSHE regarding ethnicity, gender, disability and other protected characteristics; pupils have equal access to resources; appropriate differentiation in lessons	annual	All staff Curriculum Coordinator and governor	Staff meeting time	Long term planning reflects inclusive curriculum	Promote equality through the curriculum
Promote positive role models	Encourage diverse visitors to the school; Encourage Dad's as readers	Ongoing	Inclusion manager		More diverse staff and visitors in our school	Promote positive role models
To ensure that all groups of children are equally involved in physical activity	Identify and monitor attendance of all groups of children at out-of-school hours sports clubs	Sep 20- July 21 Ongoing	SBM/Inclusion Manager		Improved participation of identified children in targeted sports activities	To ensure that all groups of children are equally involved in

	Survey identified children and understand barriers to participation					physical activity
To prevent and respond to all incidents of racism and racist bullying	To review and update existing policies and practice relating to race equality and racism. (Opportunity to carry out EQIA).	Ongoing	(Senior Leadership Team (SLT)		New system for recording racist incidents in line with county process	To prevent and respond to all incidents of racism and racist bullying