

Accessibility

Objective	Action/Task	Resources	Timescale
For all staff/governors to receive Equality training	Equality training attended by all.	All staff/governors	Autumn 19
Establish a working party (to include those with disability within the school community) to develop consultation and evaluation	To establish a working party	Staff/governor rep	Spring 20
For School Council members to be involved	School Council meetings to include issues relating to disability	School council	Half termly
As policies are reviewed ensure impact assessment is considered to ensure Protected Characteristics are eliminated	Follow rolling programme	SLT/Gov Body	As review date
Ensure access for all to the curriculum	Discuss curriculum approaches and provision with stake holders	All Stakeholders HV	September 19 On going
Ensure access for all to the physical environment.	Review physical environment through risk assessments and discussion	Governors KB	Termly report to Finance/H&S
Agree process to publish annual reports to parents on the success of the action plan in reducing discrimination and identifying further targets.	Report to parents in newsletter annually following questionnaire and monitoring and evaluation	HT/DHT	Annual report

Community Cohesion

Equality Strand	Action	How will the impact of the action be monitored	Who is responsible for implementing?	What are the timescales?
Community Cohesion	Report to Governing Body on Community Cohesion activities	Governing Body minutes	HT	Termly
Community cohesion	Foster links with other schools/areas as part of the Eco schools programme and develop a deeper awareness of local and national and global dimensions through the curriculum	Curriculum reviews	Subject Leaders Hamer links (peer to peer project)	Annual report
Community Cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities eg: Mosque, Church, Diwali, Eid, Christmas	Newsletters HT report to Governing Body	All staff	Ongoing
Community Cohesion	Developing good relationships with our neighbours given the recent building work	Complaints, feed back	HT and GB	Termly
Community Cohesion	Participation in sporting/music/cultural /professional events	IPLCN events teams Aspire Week Other events Staff opportunities	HT, staff	On going June 2020

Gender

Equality Strand	Action	How will the impact of the action be monitored	Who is responsible for implementing?	What are the timescales?
Gender	Monitor and analyse children's attainment and progress by gender and act on any trends or patterns in the data that requires additional support for pupils	Report to Governing Body Pupil progress meetings	Designated member of staff Governing Body Learning & Achievement Com	Termly
Gender	Monitor and analyse children's take up of activities by gender and act on any trends or patterns in the data that requires additional support for pupils	Report to Governing Body Pupil progress meetings	Designated member of staff – DHT/KB Governing Body	Termly
Gender	Monitor and analyse children's behaviour by gender and act on any trends or patterns in the data that requires additional support for pupils	Review of Orange forms Report to Governing Body Pupil progress meetings	HT All staff Governing Body	Termly
Gender	Monitor and analyse staff profiles and act on any trends or patterns	Report to Governing Body Performance Management	HT All staff Governing Body	PM cycle Annual report

Looked after Children (Children in Care)

Equality Strand	Action	How will the impact of the action be monitored	Who is responsible for implementing?	What are the timescales?
Looked after Children	Monitor and analyse LAC attainment and progress and act on any trends or patterns in the data that requires additional support for pupils	Pupil progress meetings Tracking grids	Inclusion Manager Governing Body	Termly
Looked after children	Monitor and analyse LAC take up of activities and act on any trends or patterns in the data that requires additional support for pupils	Analysis of clubs and extra-curricular activities including G&T	DHT, G&T Lead Governing Body	Termly
Looked after children	Monitor and analyse LAC behaviour and act on any trends or patterns in the data that requires additional support for pupils	Orange forms Review of Orange forms Report to Governing Body	HT Governing Body	Termly
Looked after children	Monitor and analyse LAC attendance and act on any trends or patterns in the data that requires additional support for pupils	A&P reports Report to Governing Body	DHT, PA Governing Body	Weekly Termly

Special Educational Need

Equality Strand	Action	How will the impact of the action be monitored	Who is responsible for implementing?	What are the timescales?
Special Educational Needs	Monitor and analyse children's attainment and progress by SEN and act on any trends or patterns in the data that requires additional support for pupils	Tracking grids Report to Governing Body	Inclusion Manager Governing Body	Termly
Special Educational Needs	Monitor and analyse children's attendance by SEN and act on any trends or patterns in the data that requires additional support for pupils	A&P reports Report to Governing Body	Inclusion Manager DHT PA Governing Body	Weekly Termly
Special Educational Needs	Monitor and analyse children's behaviour by SEN and act on any trends or patterns in the data that requires additional support for pupils	Orange forms Review of Orange forms Report to Governing Body	HT Governing Body	Daily (forms) Weekly (briefing) Termly (report)

Disability

Equality Strand	Action	How will the impact of the action be monitored	Who is responsible for implementing?	What are the timescales?
Disability	Through a questionnaire, ascertain which members of our school community may be included in the 2010 Equality Act definition of disability	Disability register to be drawn up	DHT	Summer 20
Disability	Through a questionnaire collect views of reasonable adjustments required for pupils with a disability, their parent and other stake holders	Report to Governing Body	DHT	Summer 20
Disability	Monitor and analyse children's attainment and progress by disability and act on any trends or patterns in the data that requires additional support for pupils	Tracking grids Report to Governing Body	HT/DHT Governing Body	Termly Annual report
Disability	Monitor and analyse children's take up of activities by disability and act on any trends or patterns in the data that requires additional support for pupils	Analysis of clubs Report to Governing Body	DHT Governing Body	Termly
Disability	To increase awareness of disabilities within school, promote a positive attitude towards them and eliminate discrimination and harassment.	Assemblies Curriculum Report to Governing Body	All staff	Daily

Disability	Monitor and analyse staff profile with regards to disability and act on any trends or patterns	Survey Report to Governing Body	DHT Governing Body	Autumn 16
Disability	Design a Personal Emergency Egress Plan (PEEP) to ensure disabled staff/children are able to evacuate the building safely in case of an emergency	External agencies Report to Governing Body	DHT	Termly
Disability	Evaluating the impact of reasonable adjustments on children with a disability and report annually to governors	Have discussed with child/teacher/parents the impact of any reasonable adjustment on children with disability Care plans	DHT Inclusion Manager	Termly and at the point of need

Race

Equality Strand	Action	How will the impact of the action be monitored	Who is responsible for implementing?	What are the timescales?
Race	Monitor and analyse racist incidents occurring within school.	Orange forms Review of Orange forms Report to Governing Body and LA	HT	Daily (forms) Weekly (briefing) Termly
Race	Monitor and analyse children's attainment and progress by ethnicity and act on any trends or patterns in the data that requires additional support for pupils	Tracking grids Report to Governing Body	HT Inclusion Manager Governing Body	Termly
Race	Monitor and analyse children's take up of activities by ethnicity and act on any trends or patterns in the data that requires additional support for pupils	Clubs report Report to Governing Body	DHT Governing Body	Termly
Race	Monitor and analyse children's behaviour by ethnicity and act on any trends or patterns in the data that requires additional support for pupils	Orange forms Review of Orange forms Report to Governing Body	HT Governing Body	Daily Weekly Termly
Race	Monitor and analyse staff profile by ethnicity and act on any trends or patterns	Survey Report to Governing Body	DHT Governing Body	Spring 20

