



*Inspiring minds through outstanding opportunities.
Appreciation, Community, Forgiveness, Perseverance*

Single Equality Action Plan 2019-2022

Equality Strand	Action	How is the impact of the action monitored?	Responsible person(s)	Timescale	Success indicators
All	Publish and promote the Equality Action Plan through the school website, newsletter and staff meetings.	Question included in staff and parental questionnaires	Headteacher and Senior Leaders	Added to website by June 2019	Staff familiar Equality Action Plan and use when planning lessons and displays. Parents aware of the Equality Action Plan
All	Monitor and analyse pupil progress and attainment by race, gender and disability; act on trends or patterns in the data requiring additional support for pupils.	Data analysed by race, gender and disability.	Termly reports to Governors	Headteacher Governing body reports monthly	Data analysis three times a year. Teacher assessments demonstrate no significant difference between groups
All	Ensure the curriculum promotes role models/heroes that young people positively identify with, reflecting diversity in terms of race, gender and disability	Increase in pupils' participation, confidence and achievement levels	Headteacher Subject Leaders	September 2019 – in line with curriculum review	Notable increase in participation and confidence of targeted groups
All	Promote spiritual, moral, social and cultural development through assemblies with reference to equality and diversity	Assembly planning file PSHE / RE assessments	Headteacher	On-going	School community will be aware of and tolerant towards culture, religion, race, life choices
All	Ensure displays promote diversity of race, gender and ethnicity.	Learning Walks across the school	Headteacher Subject Leads	Monitor term 2 and 4	Diversity reflected in school displays across all year group
All	Ensure all pupils given opportunity to make a positive contribution to school life e.g. involvement in the School Council (by election), sports leaders, representing school at events, assemblies	Increase in diverse pupil participation, confidence and positive identity	Headteacher Senior Leadership Team	Monitor 3x yearly	Diversity in membership
All	Ensure extended school activities such as after-school clubs take into account pupil needs and access issues, and pupils	Increase in pupil participation,	Headteacher Senior	On-going 3x yearly reporting	Diversity in membership

	attending reflect the diversity race, gender, disability and socio-economic status	confidence and positive identity	Leadership Team		
Race and Gender Equality Duties	Identify, respond and report racist and gender related incidents as outlined in the Single Equality Policy.	Head/governors use data to assess impact of school's response to incidents	Headteacher - termly reports to governors	Monthly reporting	All staff are aware of, and respond to, incidents relating to race or gender.
Homophobic Bullying	Ensure the curriculum promotes different types of families, role models and heroes that children positively identify with, and which reflect the school's diversity in terms of race, gender and disability.	Increase in pupils' participation, confidence and achievement levels	Headteacher Subject Leaders	On-going	Pupils are aware of homophobic bullying. Number of incidents of homophobic bullying are few
Extremism	Ensure all staff and governors undergo Prevent training, and are aware of extremism and how it can affect pupils.	Increase in staff awareness and confidence	Headteacher	On-going	All staff are aware of indicators of radicalisation and extremism
Extremism	Protect pupils from extremism views, including religious extremism views by helping pupils have a balanced view and giving coping strategies in dealing with what may be external pressures through assemblies, PHSE lessons	PSHE / RE assessments; pupil discussions	Headteacher Senior Leadership Team	On-going	Pupils encouraged to and feel confident to share views and be tolerant of each other. All staff to monitor content of conversations and identify any areas of concern
Disability Equality Duty	To ensure where possible that the Governing Body and staff represent the diversity of the school.	Monitor applications as roles become available with governors	Chair of Governors	On-going	Membership of the Governing Body evolves to reflect the diversity of the school
Community Cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities. Eg Diwali, Chinese New Year, Christmas	PSHE / RE assessments	PSHE and RE subject leaders	On-going	Increased awareness of different communities shown in PSHE / RE assessments

Date: May 2019
Review: May 2022