

# Equality Action Plan 2020-2023

Target	Action	How the impact of the action will be monitored	Responsible person(s)
Establish effective systems to communicate the school's equality duties.	Disseminate the School Equality Plan through the school website, newsletter, staff meetings.	Include questions relating to the School Equality Plan in the annual survey of parents. Discussion with pupils during School Council and Pupil Voice conferencing.	Headteacher Governing Body
To ensure that all pupils make progress including vulnerable groups and individuals.	Monitor and analyse pupils' achievement by race, gender and disability (and other relevant vulnerable groups) and act on any trends or patterns in the data that require additional interventions and support.	Analyse assessment data to judge the success of the planned interventions and support.	Headteacher SENDCO Assessment Governors
The school environment promotes diversity.	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity and disability.	Monitor pupils' responses to the school environment in pupil surveys.	Headteacher Classteachers Governors – pupil voice
All pupils are encouraged to make a positive contribution to the life of the school community.	Actively promote and recruit vulnerable groups of pupils or individuals to participate in the school council, assemblies, fund raising activities, presentations and other extra-curricular activities	Analysis of participation rates.	PSHE lead Headteacher
Respond promptly and appropriately to all incidents of racist behaviour, victimisation and harassment.	Ensure that the procedures for dealing with such incidents are established and widely understood and that staff and pupils are clear about their responsibilities. Report incidents to the Governing Body and Local Authority.	Use the data to assess the impact of the school's response to incidents i.e. have whole school / year group approaches led to a decrease in incidents, can repeat perpetrators be identified, are pupils and parents satisfied with the response?	Headteacher Governing Body
To help our children to understand others and value diversity.	Ensure that opportunity to discuss diversity within the curriculum. Ensure that the values underpinning the school's ethos are actively promoted by all staff	Monitor responses to other pupils through pupil discussions.	All Staff

Adopted: September 2020

Planned Review: Summer 2021

Planned Review: Summer 2022

Planned Review: Summer 2023