

### Equalities Action Plan October 2020

Equality Strand	Aspect of the Duty	Monitoring/Evaluation	Responsibility	By	Success Indicators
All	All stakeholders have access to Equal Opportunities Policy. Publish Equalities Action Plan annually and Policy on website.	Questions raised by staff, parents and governors. Policy next due for review Feb 2022. Action Plan reviewed annually.	Head	Action Plan - Dec 2020	Stakeholders have access to the Policy and Action Plan.
All	Monitor achievement & standards based on gender, ethnicity, disability, sexuality take action where necessary in order to secure good progress for all. Arrange additional support for these groups as and when necessary.	Use O track to identify issues. Develop strategies for tackling issues. Prioritise in SDP & performance management. Use PIRA, PUMA, GAPS data to identify issues.	Whole School Head Teacher Strategic Planning Committee	Termly	Termly standard reports showing progress of various groups including: gender, ethnicity, SEN, FSM. Shared with Strategic Planning Committee and SEN Governor. School data to demonstrate narrowing of gaps for groups.

All	Monitor access to curriculum/after school clubs with regards to gender/ SEN/ethnic minorities	Analyse ASP data groups and identify anomalies. identified – continue to monitor. Develop strategies for tackling issues, if necessary. Implement strategies.	Whole School Head Teacher	Annually	Health and Safety audit consider disabilities and SEN; Accessibility Action Plan reviewed annually. Children of all genders, SEN and ethnicity access the full curriculum. Diversity of all groups are represented.
Race Equality Duty	Identify, respond and report racist incidents. Report figures to the governing body on a termly basis.	FGB monitor through head's report.	Head	On going	All staff are aware of and respond to racist incidents. Nil reporting to Governors.
All	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school eg: School Council, House Meetings, Digital Leaders etc..	Monitor representation by race, gender and disability	Staff who lead the groups.	On going	All groups are represented.

All	Cultural Diversity Week across the school.	Celebrate diversity throughout the whole school through displays, curriculum, groups	Whole school	From Spring 21	Cultural diversity positively reflected throughout the school.
Gender Equality Duty	Monitor the gaps in attainment between boys and girls.	OTrack data, PIRA, PUMA, GAPS data.	Head Teacher	Termly	Differences in attainment between boys and girls in each year group in reading, writing and maths are reported to the Governing Body and gaps are narrowed.

Equalities Action Plan to be reviewed annually. Next review due Oct 2021.