

## Equality Action Plan 2017-18

The duty to report racist incidents and the publication of the Equality Plan to meet the Disability and Gender Equality legislation must be included in the Action Plan below.

You may wish to cross reference the Action Plan with actions in other documents e.g. School Improvement Plan/ Accessibility Strategy/ Special Education Needs Policy.

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Success indicators
All	Publish and promote the Equality Plan via the school website and staff meetings.	Achievement data Learning Walks	Headteacher / designated member of staff	Annually	Staff are familiar with the principles of the Equality Plan and use them when planning lessons, creating class room displays Parents are aware of the Equality Plan
All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability	Headteacher / Governing Body	Annually in Sept	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups
All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability.	Increase in pupils' participation, confidence and achievement levels	Curriculum Leaders	Sept 17 – July 18	Curriculum reflects the school's diversity
All	Recognise and represent the talents of disabled pupils in extracurricular activities. Participation reflects the school population in terms of race and gender.	Monitored by race, gender and disability	Members of staff leading extracurricular activities	Sept 17 – July 18	Participation in extracurricular activities reflect the school population in terms of race and gender.
All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Monitored by race, gender and disability	Headteacher	Ongoing	Diversity reflected in school displays across all year groups
All	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School	School Council representation monitored by race, gender, disability	Member of staff leading on school council	Sept 17 – July 18	Diversity in School Council membership

	Council, class assemblies, fund raising etc.				
Race Equality Duty	Identify, respond and report racial incidents to the Governing Body and to Local Authority (when requested).	The Headteacher/ Governing Body will 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	Sept 17 – July 18	Teaching staff are aware of and respond to racial incidents.  Consistent nil reporting is challenged by the Governing Body
Gender Equality Duty	Encourage girls to take up sport outside the curriculum, to make participation rates more reflective of the school population.	Increased participation of girls in sports clubs and out of school sports activities	Member of staff leading on sport/ PE	Sept 17 – July 18	More girls take up after school sports clubs
Disability Equality Duty	Welcoming applications for Governor vacancies from disabled candidates.	Monitoring of applications by disability	Lead Governor on Special Educational Needs & Disability	Sept 17 – July 18	More applications from disabled candidates to be school Governors