

## EQUALITY PLAN OBJECTIVES 2017-20

OBJECTIVE	ACTION	HOW will the impact be monitored	WHO is responsible for implementing it	WHEN	SUCCESS CRITERIA
To ensure that all stakeholders continue to be aware of and comply with the Public sector Equality Duty 2010	Publish and Promote Equality through the school Website, newsletter, assemblies and staff meetings	Talking to parents about their awareness of the policy.	SLT/Governors and all class teachers	Ongoing	Staff are familiar with the policy and the plan and ensure that they implement them when planning lessons, trips, classroom displays. Etc. Parents are familiar with the plan via the school website
To ensure that all pupils are given the opportunity to make a positive contribution to the life of the school	Ensure that pupils continue to be involved through involvement with school council, participating in assemblies, contributing towards fundraising events	Representation will be monitored by race, gender, disability	SLT and all class teachers	Ongoing	There is a fair diversity of children contributing to school life
To ensure that all children are able to access the full curriculum within and outside of school through use of reasonable adjustments	Risk assessments will continue to be carried out for trips and appropriate support put into place in place to ensure that pupils are able to fully engage in the activity	All children will be monitored by teaching staff and the SLT throughout the year to ensure that they have had full access to the curriculum.  Additional support and resources will be put into place for those children who struggle	SLT/Governors and all class teachers	Ongoing	All children have full access to the curriculum

	Monitor after school activities and ensure that there is opportunity for all	with access			
<b>To eliminate all incidents of racism and bullying</b>	Identify, respond and report incidents of racism and bullying as outlined in the policy Report figures to the authority/GB on a termly basis	The SLT and GB will se data collected to assess the schools response to incidents	SLT/Governors	Termly reports to LA December, April, July	All incidents of racism/bullying are dealt with appropriately. Number of reported incidents reduced
<b>To ensure that all pupils are making at least expected progress</b>	Monitor and analyse pupil achievement by ethnicity, gender disability and pupil premium and act upon any underperforming groups by putting in appropriate support	Half termly assessment and pupil progress meetings.  Monitoring of children's work, Pupil conferencing, Appropriate Intervention support put into place.  Monitoring of attendance	Assessment Ldr SLT/ GB	Ongoing throughout the year  Pupil progress meetings half termly	All groups within school will be making at least expected progress from their starting points
<b>To raise awareness of SMSC throughout the school</b>	Promote SMSC development through all aspects of the curriculum with	Assemblies, Guests to the school, Fund raising awareness, planning, scrutiny, PSHE lessons	SLT/GB SMSC /RE Ldr All staff	Ongoing	All children feel included in all aspects of school life and have

	particular emphasis to equality and diversity				understanding and empathy towards others
<b>To increase awareness of disabilities both in school and in the wider community, to promote a positive awareness towards them and eliminate discrimination and harassment</b>	<p>Ensure that displays around school reflect diversity.</p> <p>Ensure that all staff plan accordingly</p> <p>Promote a positive ethos throughout the school</p> <p>Ensure that all children have equal access to all aspects of the curriculum</p>	<p>Assemblies and displays</p> <p>Inviting visitors into school</p> <p>Monitor all incidents of racism or bullying</p> <p>Monitoring attendance at after school clubs</p>	<p>SLT/GB</p> <p>SMSC/RE Ldr</p> <p>All staff</p>	Ongoing	<p>All children feel included in all aspects of school life and have understanding and empathy towards others</p>