



Equality Action Plan

Reviewed and shared with governing body – January 2023

Next Review – January 2024

Equality Strand	Action	Success Criteria	By Whom	Time	Achieved
ALL	To publish and promote the action plan to all stakeholders.	All stakeholders have access to published equality action plan.	Head Teacher to organise and delegate.	Published in January 2023 Annual review by governors.	
ALL	To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in data that require additional support.	Pupil achievement for equality groups is above national average and where there are gaps these are narrowed through effective monitoring and intervention.	SLT Governing body	Termly	
ALL	To ensure that displays in classrooms and corridors promote diversity in terms of race, gender and disability.	More diversity reflected in school displays and materials for lessons across all year groups.	SLT School staff	Ongoing	
ALL	To ensure all pupils are given the opportunity to make a positive contribution to the life of the school.	All school events have pupils from all group participating with monitoring of groups where there is less take up,	SLT School staff	Ongoing	

Equality Strand	Action	Success Criteria	By Whom	Time	Achieved
Race Equality Duty	<p>To identify, respond and report racist incidents as outlined.</p> <p>To report the figures to the governing body on a half termly basis through the HT report.</p>	<p>Staff, parents and pupils are happy with the effectiveness of response given by teaching staff/SLT</p> <p>Staff following guidance consistently and effectively as outlined above.</p> <p>Governors are informed regularly of any recorded incidents regarding the equality groups. Nil reporting is consistently challenged.</p>	<p>Head Teacher</p> <p>School Staff (Monitored by SLT)</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Half termly</p>	
Gender Equality Duty	<p>To ensure opportunities arranged within school have an appropriate balance between boys and girls.</p>	<p>Equal representation/opportunities for boys and girls.</p> <p>Clubs are accessible for boys and girls and attendance is monitored by SLT.</p>	<p>Office staff</p> <p>SLT (Monitoring)</p>	<p>Ongoing</p>	
Disability Equality Duty	<p>To ensure pupils with a disability are actively involved in school clubs.</p> <p>To ensure there is effective transition between classes and schools.</p>	<p>Pupils with a disability are participating in extra-curricular activities.</p> <p>Pupils, parents and staff have opportunities to meet and discuss relevant issues before commencing a new school year.</p>	<p>Class teacher</p> <p>SLT/school staff</p>	<p>Ongoing</p> <p>Term 6</p>	