

## APPENDIX 1 : SCHOOL EQUALITY ACTION PLAN 2019-2023

| Equality Objective  | Actions   | How will the impact of the action be monitored?                      | Who is Responsible?                                 | Timescale                                    | Expected Outcomes  |
|---|---|--|---|--|--|
| Publish and promote the Equality Plan through the school website, newsletter and staff meeting.   | Publish and promote the Equality Plan through the school website, newsletter and staff meeting.   | All stake holders aware of Equality Plan                             | Head of School/Assistant Head                       | Equality plan to be agreed by governing body | All stake holders are familiar with the principles of the Equality Plan and use them when planning lessons, creating classroom displays etc. |
| 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.                  | Pupils achievement and progress data analysed by gender, SEN and ethnicity.   | Analysis of data identify trends and act upon them.                  | SLT   | Half termly                                  | Analysis of data demonstrates the gap is narrowing for equality groups.  |
| Ensure that the curriculum and extra curricular activities promote equal opportunities reflecting the school's diversity in terms of race gender and disability.                | Curriculum leaders to ensure curriculum promotes equal opportunities through lessons observations and book scrutinies                               | Increase in pupils' participation, confidence and achievement levels | SLT Curriculum leaders                              | Half termly curriculum reviews               | Notable increase in participation and confidence of targeted groups.   |
| 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 council, assemblies and in classes | All staff to provide opportunities  | School council representation and assemblies monitored               | KS2 Phase Leader and SLT                            | Termly reviews                               | All children contribute to school.   |
| Ensure that all children with SEND are given appropriate levels of support and well provided for within school  | Maintain SEND register, Personal Evacuation plans, policies and plans including IEPs. IBPs and Accessibility policy. Analyse data for SEND children | Update of registers, plans policies and dates.                       | All staff, Head of School, Assistant Head and SENCO | Termly                                       | All children make good progress and achieve well.  |