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| **Objective** | **Actions to be taken** | **By Whom** | **Timescale & Resources** |
| To ensure that the aims and objectives in the Equality Policy are met | * Regular, annual review of the policy, following discussion with stakeholders * Monitoring of Equality & Diversity within teaching and learning as part of the regular SEF Review Cycle * Regular meetings to be held with Assessment Coordinator, staff and Principal to assess children's progress, identify any barriers to learning that may have been created by race, gender, disability (SEN & G&T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process | SLT  Teaching Staff | SLT meeting time  Half termly QoP Meetings |
| To promote equality and tackle discrimination | * Regular, annual review of the policy, following consultation/ discussion with stakeholders * Racist incidents are to be recorded and reported to the Enquire Learning Trust * Develop links with another school with a different ethnic and cultural background to our own. * Curriculum enrichment activities – visit to places with a variety of cultural and ethnic backgrounds – see Curriculum Enrichment Plan * Monitoring of E&D, teaching and learning as part of the regular SEF Review Cycle * Regular meetings to be held with Assessment Coordinator, staff and Principal to assess children's progress, identify any barriers to learning that may have been created by race, gender, disability (SEN & G&T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process | SLT | Curriculum Enrichment/Community Cohesion Budget  Half termly QoP Meetings |
| To meet our general needs to promote disability equality throughout the school | * Regular, annual review of the policy, following consultation/ discussion with stakeholders * Monitoring of teaching and learning as part of the regular SEF Review Cycle * Regular meetings to be held with Assessment Coordinator, staff and Principal to assess children's progress, identify any barriers to learning that may have been created by race, gender, disability (SEN & G&T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process * Positive role models in assembly topics, reading material and resources. | SLT | Half termly QoP Meetings |
| To meet our general needs to promote gender equality throughout the school | * Regular, annual review of the policy, following discussion with stakeholders * Monitoring of E & D teaching and learning as part of the regular SEF Review Cycle * Regular meetings to be held with Assessment Coordinator, staff and Principal to assess children's progress, identify any barriers to learning that may have been created by race, gender, disability (SEN & G&T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process * Positive role models in assembly topics, reading material and resources | SLT | Half termly QoP Meetings |
| To ensure that the needs of all children, including vulnerable children are met and they are not disadvantaged due/ to despite their gender, race, or disability | * Vulnerable children to be tracked in each class and throughout the school – Half termly QoP Meetings to be held and issues surrounding race, gender, disability (SEN or G&T), socio economic background to be monitored and necessary interventions to be put in place * Racist incidents to be reported in line with the Enquire Learning Trust guidelines * Incidences of bullying behaviour to be reported in line with the anti bullying policy * Ensure that differentiation is carried out in all classes in line with the Teaching and Learning Policy * Regular half termly QoP Meetings to be held to review children's progress, monitor interventions and set new targets * Regular discussions between the SENCo and the Ed Psych to take place to identify how best to meet Action Plus and Statemented children's needs * Outside Agencies to be invited into school when it has been identified that their expertise is required in order for the child to progress * Case studies of children to be created to show how school meets the needs of vulnerable children (case studies to look at gender, race and disability) | SLT  SENCo | Staff Meetings  Half termly QoP Meetings |
| To raise staff and governors awareness of equality and diversity ( single equality scheme and the equality action plan) | * Invite Equality Officer in to school to discuss their role and school's duty in meeting the necessary actions laid out Equality and Diversity Legislation | SLT  Governors Equality Diversity Officer | Governor Meeting |
| To raise pupil awareness of equality and diversity | * Student Leadership team to add equality and diversity as a regular agenda item * Student Leadership team to report back to classes in a variety of methods * Equality and Diversity to continue to be discussed with children as part of PSHE and across the curriculum | School Council  SLT | Student Leadership meetings  PSHE lessons |
| To audit the schools effectiveness in ensuring that there is no discrimination towards staff and pupils with obvious or hidden disabilities | * Invite the visual and hearing impairment unit in on a regular basis to assess access areas for improvement * Invite the SENCo and Educational Psychologist to audit the effectiveness of provision of children with SEN at Action Plus and Statement Level (including those with physical disabilities) * Organise hidden disability training * Invite CAMHs into school to carry out training into supporting children with mental health issues * Exclusions to be reported in line with trust guidelines * Audit the accessibility of external paths for wheelchair users and improve where necessary | SLT SENCo  CAMHs  Ed Psych Service | Staff Meeting time  Buildings Fund |
| To improve accessibility of marketing and liaison with both existing and prospective parents | * Produce prospectus, brochure and publicity materials in enlarged print or braille where possible * Improve access to the website for people with visual disabilities * Publish access statement | SLT  IT technician | Prospectus/brochure  Website |
| To raise awareness of gay, lesbian, bisexual and transsexual as separate ‘protected characteristics' | * Awaiting new legislation covered by all the discrimination, harassment and victimization legislation under the Equality act. | SLT |  |