

Detailed Equalities Action Plan (September 2015 –July 2016)

Key Equality Action	Action To Be Taken	Responsibility	Milestone	Review who + date
<ul style="list-style-type: none"> <li>❖ The school takes proactive steps to prevent exclusion.</li> <li>❖ The process of excluding a child is fair and equitable to all groups and the staff involved in managing exclusions adhere to the procedures as stated.</li> <li>❖ The procedure and reason for an exclusion is communicated clearly to parents.</li> </ul>	All staff to ensure that behaviour logs and central bullying logs are up to date and regularly reviewed	WS	December 2015 Review of logs and paperwork for exclusions by GB and SLT July 2016	SLT review  RG VM TC review July 2016
<ul style="list-style-type: none"> <li>❖ Play and leisure areas are accessible to all members of the school community and provide a positive environment for children from all social groupings.</li> <li>❖ School visits are accessible to all children and staff.</li> </ul>	Pupil questionnaire recommendations to be acted upon A pupil-friendly version of the main points of the policy is available to pupils early in 2016.	WS	Review by House Captains, Governors and School Council	Survey acted upon. New survey October 2016
<ul style="list-style-type: none"> <li>❖ The school will ensure that every child is given every opportunity to realise their potential.</li> <li>❖ Analysis of the attainment of different groups will be used to identify and address underachievement.</li> </ul>	ALL vulnerable groups of pupils to be highlighted at progress checks and additional support used, if needed.	WS	Focus on Pupil Premium, SEN and EAL.	Progress checks highlighted all vulnerable groups.
<ul style="list-style-type: none"> <li>❖ Staff time, attention and resources are given equally to all children.</li> <li>❖ Stereotypes will be actively challenged by staff</li> </ul>	ALL pupils to be named correctly by staff, and on certificates and awards	WS	Pupils to be “interviewed” by Governor, underlying issues reviewed	Every achievement assembly.

❖ Displays celebrate and actively promote diversity.	Celebration of diversity within school and community	WS (led by KB ND KG)		September 2016: links with art week
❖ Access to specialist teachers is provided where necessary. ❖ The school is committed to partnership with other agencies in order to meet the explicit needs of all pupils.	Continued high quality support for EAL pupils	ND (WS)	ND teach regular groups. New reception children New parents supplied with extra information re English on line.	Report to GB end of every year July 2016
❖ Staff serve as positive role models and specifically act to combat racism, homophobic bullying, sexism and other forms of discrimination.	Rights Respecting language and behaviours to be modelled by ALL staff	WS		Examples noted as part of feedback to link governor. December 2016
❖ The school ensures that curriculum planning takes account of the needs of all pupils. ❖ Children's cultural and religious backgrounds, experiences and needs are taken into account when planning an inclusive range of extra-curricular activities.	Review of Curriculum to highlight links to global development and UNCRC	MLT	Completed May 2015	Review to be held December 2016
❖ The school adheres to the principles of the United Nations Convention on the Rights of a Child and as such is a Rights Respecting School	Renew RRS level 1 certification	WS (RG CH MC CP)	Reaccreditation achieved Spring term 2016	New staff to support lead: RRS level 2?