



Equality Objective:

Ensure that all stakeholders are aware of and have access to, have opportunity to share their views about and are regularly updated of the actions the school community takes towards to Equality.

Success Criteria

- Website page is in place and regularly updated.
- Stakeholders are aware of policy and plan.
- All Staff are familiar with the principles of the plan and use them when planning all learning opportunities
- Parents are aware of the Equality plan
- Parents have opportunity to share suggestions for improvements
- Pupils have opportunity to share their views about equality and make suggestions for improvements
- Governors have good knowledge of the impact of the plan

Action	How will the impact of the action be monitored?	Who is responsible for implementing	Time frames Success Criteria
Create an Equality Website page that shares the policy, plan and keeps parents and governors updated.	Feedback from parents Monitoring by lead governor.	Headteacher Administrator	In place summer 2014
Promote the Equality Plan through Professional Development Meetings and include as part of staff induction and yearly review in September for all staff.	Evidence in PDM records. Lead governor talking to staff.	Headteacher	Annually in September
Provide a questionnaire to collect views and awareness of parents about how the school addresses Equality.	Feedback from questionnaire to lead governors.	Headteacher Parent Forum	Spring 16
Children's Council to create an equality questionnaire for pupils and classes with a focus on opportunities and experiences at school for different genders.	Feedback from questionnaire to lead governor. Talking to children's council	Headteacher Children's Council	Spring 16
Governors to annually review the plan and use evidence from senior leaders to monitor the impact of the actions.	Plan monitored by lead governor and fed back at Full Governors	Headteacher Lead Governor	Annually September



Equality Objective:

Provide opportunities for pupils to explore, learn about, reflect upon and challenge all aspects of Equality.

Success Criteria

- Pupils demonstrate a good balanced awareness and understanding of different communities and issues relating to race, disability, religion, sexual preference and gender.
- Diversity reflected in class displays across the whole school
- All children have positive views of school, opportunities and activities
- All children are confident to participate and engage fully in all aspects of school life
- All Pupils confidently and positively reflect and discuss their views
- Links established and secured with communities beyond the local area

Action	How will the impact of the action be monitored?	Who is responsible for implementing?	Time frames
Through assemblies, class activities, themed days, visitors, learning resources and displays ensure: <ul style="list-style-type: none"> • a wide range of cultural events and traditions are celebrated • role models and heroes that children can positively identify with and that reflect diversity – in particular positive role models for boys – are promoted • positive images that reflect diversity are provided 	Evidence from learning outcomes. Lead governor talking to children about opportunities, knowledge and views. Feedback and views from parent and children questionnaires Monitoring frequency of incidences	All staff Headteacher	Ongoing
Provide opportunities for all pupils to discuss and debate a wide range of challenges, issues and stereotyping related to equality through a regular whole school debate question.	Lead governor talking to children	All class teachers	On going – weekly challenged questions.
Subject leader teams to audit planning, outcomes and resources to ensure there is high quality provision and opportunities for exploring, challenging and learning around Equality in all areas of the curriculum	Feedback from subject leader team monitoring activity.	Subject Leader Teams	Monitoring 2016
Provide reasonable means for children to interact with people from different backgrounds and build positive relationships, including links with different schools and communities.	Evidence from planning and learning journeys Lead governor talking to children	Class teachers Headteacher	Ongoing



Equality Objective:

- *Ensure achievement and progress for **all** pupils is at least good*

Success Criteria

- There is no gap in progress between different groups of pupils
- The attainment gap is closing between identified groups of pupils
- Representation of boys and girls in all areas of school life is equal
- All children feel confident and able to take part in different activities in and out of school

Action	How will the impact of the action be monitored?	Who is responsible for Implementing?	Time frames
Monitor and analyse pupil achievement and progress of race, gender and disability as well as SEN and Pupil Premium Pupils. (As appropriate due to small numbers and data protection)	Report from monitoring and analysis of pupil data presented to School Improvement Team Governors	Headteacher Literacy and Maths subject leaders	Termly
Ensure all pupils are given the opportunities to make positive contributions to the school community.	Monitor participation/representation of different groups of children as: Play Leaders Children Council Members Responsibility class jobs	All staff Headteacher	Ongoing
Make changes and adaptations as appropriate to ensure all pupils can take part in all aspects of the curriculum, including educational visits and journeys: lunchtime activities, PE and dance, assemblies, extra-curricular music and after school clubs.	Monitor participation/representation of different groups of children in: <ul style="list-style-type: none"> • In and out of school clubs • Music lessons • Roles in sharing/class assemblies • Lunchtime activities 	All staff	Headteacher