

Templewood



Equality Action Plan 2018 -20

Our equality objective is:

- To acknowledge, celebrate and understand the cultural diversity of Templewood

Action	Tasks	Who	When	Impact
Monitor and analyse the pupil achievement by race, gender and disability and act upon any trends or patterns in the data.	Data discussed in PPMs and actions set as a result of this and discussed at next meeting. Subject Leaders to monitor gaps in data and address these in their action plans. Circulate up to date ethnicity registers to staff.	SLT, subject leaders, teachers	Termly	The gap is narrowing for different groups.
Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability.	To be considered when addressing curriculum drivers after the Chris Quigley inset in April 2019. Celebrate diversity through Black History Month Curriculum enriched by events like national language day. Links to PHSE,R.E.	SLT, subject leaders, teachers	2018-19	The curriculum celebrates the cultural diversity of the school and the engagement and confidence, participation and resilience of children across all groups is high.
Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Learning walk to identify current practice then develop this further. Staff meeting to share ideas Sharing of resources and good practice.	SLT, subject leaders, teachers	Ongoing	Increased evidence of our school's diversity being celebrated through the environment. Participation, confidence and resilience of all groups is high.
Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Eid, Diwali	Implement new R.E. curriculum. Respond to individual circumstances within classes. Celebrate cultural events through assemblies.	R.E. Subject Leader, SLT, subject leaders, teachers	On going	Increased awareness of different cultural events shown through RE and PHSE discussions, displays and assessments.