



**Equality Action Plan 2017-2019**

Objective	Action	Resources	Staff	Timescale	Evaluation & Monitoring
To narrow any gaps in attainment and progress that have arisen between groups of pupils within the schools community	<ul style="list-style-type: none"> <li>Monitoring of attainment will take account of ethnicity, and disability to identify gaps in progress. Gender, SEN and Pupil Premium are already taken into consideration.</li> <li>Action will be taken to correct any identified gaps between groups of pupils.</li> <li>In cases of bullying or fighting, staff will take account of any diversity issues which are involved and seek to address these.</li> <li>Headteacher and Senior Leadership team will consider diversity and equality issues when observing lessons.</li> </ul>	<p>CPOMS</p> <p>Resources for teaching and learning reflect diversity</p> <p>Restorative approach is embedded and developing further to include pupil behaviour leaders</p>	<p>All Staff</p> <p>SLT</p> <p>SMSC Lead (KB and GDB-Gov)</p> <p>British Values Lead (AH)</p>	<p>Academic year 2017 - 2019</p>	<p>Governor monitoring</p> <p>Data challenge meetings</p> <p>Pupil progress meetings</p>
To ensure all groups of pupils and individuals have full access to all curriculum activities and opportunities	<ul style="list-style-type: none"> <li>Teaching staff will receive training on how to promote equality within the classroom and how different approaches may suit different groups – for example, avoiding stereotypes, and planning lessons to take account of the diversity of the classroom.</li> <li>Accessibility audits will take place at least annually and necessary action taken as soon as possible.</li> <li>All staff will be aware of current protected characteristics and possible inadvertent discrimination.</li> <li>Staff will be aware of the advice in the DfE’s document ‘The Equality Act 2010 And Schools’.</li> </ul>	<p>Jigsaw Scheme</p> <p>Stonewall training – LR/GJ</p> <p>Disabled and SEND children have their needs taken account of- EHCP, SENco</p> <p>Books and resources for diversity teaching materials</p>	<p>All Staff</p> <p>SENco</p> <p>SLT</p> <p>SMSC Lead (KB and GDB -Gov)</p> <p>British Values Lead (AH)</p>	<p>Academic year 2017 – 2019</p> <p>Stonewall training jan 2019</p>	<p>Governor monitoring</p> <p>Curriculum reviews by subject leaders- impact on pupils-conversations</p> <p>Training and CPD for curriculum focus areas shows impact</p>



# Westfield Nursery & Primary School



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To promote spiritual moral social and cultural development through all appropriate curricula activities with particular reference to issues of equality and diversity	<ul style="list-style-type: none"> <li>Teaching about all religions.</li> <li>A member of staff will be designated as Spiritual, Moral, Social and Cultural (SMSC) lead.</li> <li>A governor will take responsibility for oversight of the SMSC agenda.</li> <li>Teaching in this area will include all spiritual traditions represented in the school's community, not just the majority tradition.</li> <li>Opportunities will be taken across the curriculum for pupils to consider diversity issues in modern society.</li> </ul>	<p>Subject visitors in school</p> <p>Jigsaw PSHE scheme</p> <p>Funding for RE Cultural visitors - Hinduism day Islam day Curriculum focus days/weeks - e.g, lack History, Womens Right to Vote, Antbullying, Fairtrade</p> <p>British Values- assembly, democracy week Head/Deputy boy/girl School Council</p> <p>Links with ST Mary's Church- Harvest, Christmas, Easter. Assembly program – GDB in school Courts visits- Y6</p> <p>Charity fundraising opportunities - Macmillan, Young Carers Food Bank</p>	<p>All Staff</p> <p>SLT</p> <p>SMSC Lead (KB and GDB-Gov)</p> <p>British Values Lead (AH)</p>	Academic year 2017 - 2019	<p>Governor monitoring</p> <p>Attending special events in school such as RE day,</p> <p>Paralympic visitors etc</p> <p>Presentation by subject leads to Full Gov meetings- eg History, Science</p>