



Equality Scheme Action Plan 2017 – 2020

Action	Strategy	Equality (which strand(s) does it impact upon?)	Responsibility (who will be responsible for it?)	Timescale (when will it be done by?)	Progress ¹
1. Involve internal & external stakeholders in the equality process	To increase pupil, staff, parent & governors awareness of legal & human rights & the responsibilities that underpin society				
	Share school plan for Equality Scheme & Policy	All protected characteristics	Governing Body/ Headteacher	April 2017 – April 2020	Ongoing
	Equality & Diversity Link Governor role to be in place				In place
	Undertake, monitor & publish EIA's				In place
	Due regard given to the principles of Equality & Diversity in adoption of all school policies				Ongoing
	School Council involvement				
	Monitor use of services to ensure wider community has equal & fair access to services				Ongoing
<ul style="list-style-type: none"> • Publish Equality Data on Website • Relevant stakeholders to carry out EIA's <ul style="list-style-type: none"> ○ identify (Business Manager) ○ training required ○ publish on Website • Staff CPD <ul style="list-style-type: none"> ○ 14/9/17 					

¹ Green (Completed); Amber (On target to be completed on time); Red (Delay in Completion/Not Completed)



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2. Make our workforce more representative of the schools community	Ensure all recruitment, selection, promotion, training & development are fair and accessible to all.				
	Conduct Equality Survey/workforce profiling	All protected characteristics	Governing Body/ Headteacher	April 2017 – April 2020	Progressing on schedule
	Assess & monitor recruitment & selection process				In place



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3. Increase staff and pupil knowledge and understanding of equality & diversity issues	To promote the principles of equal Opportunity & Diversity				
	Staff Training Day/CPD sessions on Equality Act	All protected characteristics	Governing Body/ Headteacher	April 2017 – April 2020	Progressing on schedule
	Demonstrate through Assembly, curriculum & displays				Ongoing
	Monitor curriculum – to ensure meets need				Ongoing
<ul style="list-style-type: none"> • SLT monitor Teaching & Learning <ul style="list-style-type: none"> ○ Planning documentation ○ Lesson observations <p>Update – September 2018</p> <p>Spring 2018 Class observations – ongoing focus on Equal access, differentiation, meeting pupil education/therapy needs to access learning. Use of language to ensure all pupils access to learning & content understood by all. Monitoring T&L Autumn term 2018.</p>					



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4. Work with stakeholders to deliver more effective & equal outcomes for staff & pupils	To ensure there is a framework for developing equality within education, service delivery and employment				
	Assess incidents across school & publish data	All protected characteristics	Governing Body/ Headteacher	April 2017 – April 2020	Ongoing
	Publish & promote policies that support staff well-being				In place
	Conduct staff well-being survey and create working party				In place
	Appropriate curriculum for all pupils to maximise potential				Ongoing
	Student Voice monitoring through Annual review process				Ongoing
<ul style="list-style-type: none"> • Develop data/outcomes systems regarding differing cohort in school <ul style="list-style-type: none"> ○ Physical difficulties ○ Hearing impairment ○ Visual impairment ○ Gifted/talented • Additional Element on planning – has Equal Ops been considered? <ul style="list-style-type: none"> ○ how will teacher/adult ensure <ul style="list-style-type: none"> ▪ fairness, ▪ accessibility, ▪ equal ops for engagement? ○ Consider <ul style="list-style-type: none"> ▪ physical differences, ▪ language difficulties, ▪ learning difficulties, ▪ sensory loss, ▪ communicate & print for non-readers <p>Update September 2018</p> <p>This is included in all teachers planning across school in barriers to learning. All teachers expected to consider the implications of these barriers and ensure Teaching & Learning activities/environment/resources/support in place to aid Teaching & Learning Monitoring. Teaching & Learning formal observations system in place – Autumn & Spring Terms – Feedback to all to develop proactive CPD – planned to support as needed. Informal monitoring continuous.</p>					