

Equality Scheme Action Plan 2023-2026



Aim	Actions	Responsibility (Who will be responsible for it?)	Timescale and deadline for completion	Progress
To increase pupil, staff, parent & governors awareness of legal & human rights & the responsibilities that underpin society	<ul style="list-style-type: none"> • Share school plan for Equality Scheme & Policy • Undertake, monitor & publish EIA's • Due regard given to the principles of Equality & Diversity in adoption of all school policies • Publish Equality Data on Website 	Senior leaders Admin Manager	July 2023	
Make our workforce more representative of the schools community	<ul style="list-style-type: none"> • Conduct Equality Survey/workforce profiling. • Assess & monitor recruitment & selection process 	Admin Manager Senior leaders	July 2023	
Increase staff and pupil knowledge and understanding of equality & diversity issues	<ul style="list-style-type: none"> • Demonstrate through Assembly, curriculum & displays • Monitor curriculum – to ensure meets need 	AHT's AHT's	July 2023	
Ensure effective & equal outcomes for staff & pupils	<ul style="list-style-type: none"> • Assess incidents across school & publish data • Publish & promote policies that support staff well-being • Conduct staff well-being survey and respond to outcomes • Appropriate curriculum for all pupils to maximise potential • Student Voice monitoring through Annual review process • Develop data/outcomes systems regarding differing cohort in school <ul style="list-style-type: none"> o Physical difficulties o Hearing impairment o Visual impairment o Gifted/talented 	Facilities Manager Headteacher Headteacher SLT SLT SLT/ Outcomes lead	July 2023	