

Eastfield Primary School

Single Equality Scheme Action Plan 2016-20

A cross identifies which statutory duty/equality legislation the planned action is meeting. R= Race, D = Disability, G = Gender, SO = Sexual Orientation, A = Age, R/B = Religion or Belief, CC = Community Cohesion							Outcome	Actions	Timescale	Responsibility	Success Criteria	Monitored By
R	D	G	SO	A	R/B	CC	Consultation and promoting awareness of Equality					
X	X	X	X	X	X	X	All staff are aware of the Single Equality Scheme and have awareness of their responsibilities.	Raise awareness of scheme at: Staff meetings Induction meetings	December 2016- Ongoing	Head SLT Leaders	Training taken place.	Head's Report to GB
X	X	X	X	X	X	X	Stakeholders are aware of the Equality Plan.	Publish on website, newsletters, parent meetings.	Annually 2016-17 2017-18 2018-19.	Head	Governors and updated parents questionnaire indicates an awareness of the scheme.	Head's Report to GB
X	X	X	X	X	X	X	To ensure that the school's policies do not impact negatively upon different community groups.	To undertake a rolling programme of impact assessments as school policies are being reviewed.	2016-2020	Head Teacher	That all policies have been reviewed and assessments made against risk.	Head's Report to GB.
x	x	x	x	x	x	x	Ensure all policies set out clear guidelines on how to consult with and involve all stakeholders affected by inequality e.g. parents, pupils, staff and members of the local community	Review policies annually to ensure guidelines are clear.	Annually	Inclusion Manager Well-being team	Policies state clearly how situations where inequality experienced by all stakeholders is addressed	DHT

Ensuring Equality of Opportunity and Participation												
X	X	X					Monitor and analyse pupil achievement by race, gender and disability.	Act on any trends or patterns in the data that require additional support for pupils.	Ongoing Termly-2016-20 Pupil progress meetings	AHT's	That analysis of vulnerable groups is made and remedial actions identified and actioned.	Data analysis in HT termly report to GB
X	X	X	X	X	X	X	To ensure that a diverse range of pupils are making a positive contribution to the life of the school.	To ensure that all pupils are given the opportunity to make a positive contribution via School Council, Playground Buddies, Phase performances, fund raising etc.	Ongoing 2016-20	Class teachers/ AHT's	That representation on various groups within the school reflect a diverse range of pupils.	
	X						To ensure that our school building removes all barriers to accessibility for disabled learners and staff.	To maintain a dialogue with stakeholders to ensure that these needs are met.	Ongoing Risk Assessments	Interface Group DA/ ER	The building meets all disabled stakeholders' needs.	Head's report to GB
X	X	X	X	X	X	X	That participation in extended school activities reflect the diversity of the school population.	To provide opportunities for all pupils to take part in extended school activities e.g. breakfast club, after school clubs and extra-curricular activities.	Ongoing 2016-2020	Staff Clubs Co-ordinator (CH)	That monitoring attendance evidences a diverse range of pupils attending clubs	Heads Report to GB.
Promoting Positive Attitudes and Meeting Needs												
X	X	X	X	X	X	X	To ensure that diversity is promoted across the school.	A proportion of displays in the classroom and corridors will reflect diversity.	Ongoing 2016-20	Class Teachers/ PSHE Lead	Termly co-ordinator audits indicate a range of diversity is promoted.	AHT's / PSHE Lead
X	X				X	X	To continue to increase pupils awareness of different communities.	To celebrate cultural events throughout the year e.g. Divali, Eid,	Ongoing 2016-20	All staff RE lead (CK)	That pupils awareness is raised- via pupil discussion / RE /	Head's Report to GB Curriculum

								Christmas etc.				PSHCE work	report to GB (RE)
X	X	X	X	X	X	X	To ensure that resources reflect all aspects of the community.	To continue replenishing library and phase resources with high quality books addressing the range of issues.	Ongoing 2016-20	Literacy/ RE/ PSHE/ Library Co-ordinators		That an increasing number of resources positively reflect a diverse community	Subject Reports to Governors
			X				To investigate appropriate ways of raising pupils' of different sexual orientations in an age appropriate manner.	To liaise with health, LA professionals, school partners and parents to consider this aspect of Sex Education.	Review of the SRE curriculum	PSHCE Advisor		That discussions have taken place and ways forward agreed with Parents Working Group.	Head's Report to Governors.
X	X	X	X	X	X	X	To meet the learning and personal developmental needs of all pupils.	To share expertise and resource between staff to enable all pupils to achieve their optimum success.	Aut 2016-	SLTs		That joint methods of working and sharing practise are developed.	Head's Report to GB.

Eliminating Discrimination and Harassment

X	X	X	X	X	X	X	To ensure that all staff are aware of procedures to report racist/homophobic/bullying incidents	Well-being Team to raise awareness and remind staff of procedures. Induction	Ongoing	Head/SLT		That procedures are followed and incidents reported appropriately.	Head's Report to GB
X	X	X	X	X	X	X	To ensure that the school's procedures for dealing with bullying/harassment are clear and known by all stakeholders.	To review our Bullying and Harassment policy, consult with stakeholders and publish.	Annually	Deputy Head		That the policy has been reviewed and procedures are clearly understood by all.	Head's Report to GB.