

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	Publish and promote the Equality Plan through the school website, newsletter and staff meetings. All staff and governors are aware of this plan through governors meetings and staff meetings.	Question about parent awareness of Equality Scheme in annual survey Staff /governor questionnaires	Mr James / Mrs Pateman	Approved by Governors Nov 16. Published on website by Oct 16. Parents made aware in October's newsletter. Staff made aware in staff meetings.	Staff are familiar with the principles of the Equality Plan and use them when planning lessons, creating class room displays Parents are aware of the Equality Action Plan.
All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability on a termly basis	Mr James / Governing body	December April July	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups.
All	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.	Increase in pupils' participation, confidence and achievement levels	Humanities lead, included in lesson plans. Miss Jackson	Sept 2016 – ongoing	Notable increase in participation and confidence of targeted groups.
All	Recognise and represent the talents of disabled pupils in More Able programmes, and ensure representation on the programmes fully reflects the school population in terms of race and gender.	More Able register monitored by race, gender and disability. Recorded on SIMS	Member of staff leading on More Able Mrs Finch Mrs Pateman	From April 2012	Analysis of the Gifted and Talented register indicates it is changing to reflect the school's diversity
All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Increase in pupil participation, confidence and positive identity – monitor through PSHE	Art Subject leader- Mrs Fowler and Mrs Evans	Ongoing	More diversity reflected in school displays across all year groups

All	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council by election or co-option), class assemblies, fund raising etc.	School council representation monitored by race, gender, disability	Member of staff leading on school council Mrs M Shaw Mrs E Pateman	From Sept 2012	More diversity in school council membership
Race Equality Duty	Identify, respond and report racist incidents as outlined in the Policy. Report the figures to the Governing body / Local Authority on a termly basis.	The Mr James / Governing body will use the data to assess the impact of the school's response to incidents i.e. have whole school / year group approaches led to a decrease in incidents, can repeat perpetrators be identified, are pupils and parents satisfied with the response?	Mr James / Governing body	Reporting: Autumn, Spring and Summer terms	Teaching staff are aware of and respond to racist incidents Consistent nil reporting is challenged by the Governing Body
Gender Equality Duty	Introduce initiative to encourage girls to take up sport outside classroom time, to make participation rates more reflective of the school population.	Increased participation of girls in sports clubs and out of school sport activities.	Miss F Pack and Class Teachers. Mrs S Branchett	Check each time there is a new club list.	More girls take up after-school sports clubs
Gender Equality Duty	Encourage boys to read for enjoyment and promote boys reading in school. Class teachers to choose class novels that appeal to boys as well as girls.	Pupil interviews Data Lesson observations	Mrs A Watkin All class teachers	Look at the stories we are reading and promoting.	Boys are reading more books, attainment of boys reading increases
Disability Equality Duty	Promote Governor vacancies with leaflets in accessible formats, by involving disabled young people / parents in design and specifically welcoming applications from disabled candidates.	Monitoring of applications by disability to see if material was effective	Lead Governor on Special Educational Needs & Disabilities Mrs S Kinsman		More applications from disabled candidates to be School Governors
Community cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid, Christmas.	Lesson observations Worship observations	RE/PSHE coordinator Miss S Saunders Mrs M Shaw		Increased awareness of different communities shown in PSHE

			All staff		assessments
Community cohesion	Celebrate Global Citizenship week in October 2016. Children to focus on Global topics of Art/Food/Recycling and Sustainability.	Lesson observations Photographs School Photo book made for the entrance hall.	Member of staff leading Global Citizenship week: Miss Jackson All teaching staff.		
All	To ensure parents have information regarding visits from specialist teaching services. For class teachers to inform parents of any visits made by outside agencies To involve parents in the completion of the forms and review cycle.	Parents will be informed of any visiting outside agencies. Parents invited to feedback sessions.	Class teachers	Ongoing	To ensure parents have information regarding visits from specialist teaching services.
All	To ensure that all parents can access school information Publish Single equality scheme, action plans and all relevant policies on line. Ensure that parents who have weak literacy skills are able to read the news letters	Ensure that School Website is up to Date Ensure all SEN information is easily accessible and in line with the New Code of Practice. Keep all SEN documentation up to date.	Website Manager: Mr I Ferguson Mr James Mrs Pateman		To ensure that all parents can access school information