|  |  |  |  |
| --- | --- | --- | --- |
| **Objective**  | **Actions to be taken**  | **By Whom**  | **Timescale & Resources**  |
| To ensure that the aims and objectives in the Equality Policy are met  | * Regular, annual review of the policy, following discussion with stakeholders
* Monitoring of Equality & Diversity within teaching and learning as part of the regular SEF Review Cycle
* Regular meetings to be held with Assessment Coordinator, staff and Principal to assess children's progress, identify any barriers to learning that may have been created by race, gender, disability (SEN & G&T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process
 | SLT Teaching Staff  | SLT meeting time Half termly QoP Meetings |
| To promote equality and tackle discrimination  | * Regular, annual review of the policy, following consultation/ discussion with stakeholders
* Racist incidents are to be recorded and reported to the Enquire Learning Trust
* Develop links with another school with a different ethnic and cultural background to our own.
* Curriculum enrichment activities – visit to places with a variety of cultural and ethnic backgrounds – see Curriculum Enrichment Plan
* Monitoring of E&D, teaching and learning as part of the regular SEF Review Cycle
* Regular meetings to be held with Assessment Coordinator, staff and Principal to assess children's progress, identify any barriers to learning that may have been created by race, gender, disability (SEN & G&T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process
 | SLT  | Curriculum Enrichment/Community Cohesion Budget Half termly QoP Meetings |
| To meet our general needs to promote disability equality throughout the school  | * Regular, annual review of the policy, following consultation/ discussion with stakeholders
* Monitoring of teaching and learning as part of the regular SEF Review Cycle
* Regular meetings to be held with Assessment Coordinator, staff and Principal to assess children's progress, identify any barriers to learning that may have been created by race, gender, disability (SEN & G&T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process
* Positive role models in assembly topics, reading material and resources.
 | SLT  | Half termly QoP Meetings  |
| To meet our general needs to promote gender equality throughout the school  | * Regular, annual review of the policy, following discussion with stakeholders
* Monitoring of E & D teaching and learning as part of the regular SEF Review Cycle
* Regular meetings to be held with Assessment Coordinator, staff and Principal to assess children's progress, identify any barriers to learning that may have been created by race, gender, disability (SEN & G&T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process
* Positive role models in assembly topics, reading material and resources
 | SLT  | Half termly QoP Meetings |
| To ensure that the needs of all children, including vulnerable children are met and they are not disadvantaged due/ to despite their gender, race, or disability  | * Vulnerable children to be tracked in each class and throughout the school – Half termly QoP Meetings to be held and issues surrounding race, gender, disability (SEN or G&T), socio economic background to be monitored and necessary interventions to be put in place
* Racist incidents to be reported in line with the Enquire Learning Trust guidelines
* Incidences of bullying behaviour to be reported in line with the anti bullying policy
* Ensure that differentiation is carried out in all classes in line with the Teaching and Learning Policy
* Regular half termly QoP Meetings to be held to review children's progress, monitor interventions and set new targets
* Regular discussions between the SENCo and the Ed Psych to take place to identify how best to meet Action Plus and Statemented children's needs
* Outside Agencies to be invited into school when it has been identified that their expertise is required in order for the child to progress
* Case studies of children to be created to show how school meets the needs of vulnerable children (case studies to look at gender, race and disability)
 | SLT SENCo  | Staff Meetings Half termly QoP Meetings |
| To raise staff and governors awareness of equality and diversity ( single equality scheme and the equality action plan)  | * Invite Equality Officer in to school to discuss their role and school's duty in meeting the necessary actions laid out Equality and Diversity Legislation
 | SLT Governors Equality Diversity Officer  | Governor Meeting  |
| To raise pupil awareness of equality and diversity  | * Student Leadership team to add equality and diversity as a regular agenda item
* Student Leadership team to report back to classes in a variety of methods
* Equality and Diversity to continue to be discussed with children as part of PSHE and across the curriculum
 | School Council SLT  | Student Leadership meetings PSHE lessons  |
| To audit the schools effectiveness in ensuring that there is no discrimination towards staff and pupils with obvious or hidden disabilities  | * Invite the visual and hearing impairment unit in on a regular basis to assess access areas for improvement
* Invite the SENCo and Educational Psychologist to audit the effectiveness of provision of children with SEN at Action Plus and Statement Level (including those with physical disabilities)
* Organise hidden disability training
* Invite CAMHs into school to carry out training into supporting children with mental health issues
* Exclusions to be reported in line with trust guidelines
* Audit the accessibility of external paths for wheelchair users and improve where necessary
 | SLT SENCo CAMHs Ed Psych Service  | Staff Meeting time Buildings Fund  |
| To improve accessibility of marketing and liaison with both existing and prospective parents  | * Produce prospectus, brochure and publicity materials in enlarged print or braille where possible
* Improve access to the website for people with visual disabilities
* Publish access statement
 | SLT IT technician  | Prospectus/brochure Website  |
| To raise awareness of gay, lesbian, bisexual and transsexual as separate ‘protected characteristics'  | * Awaiting new legislation covered by all the discrimination, harassment and victimization legislation under the Equality act.
 | SLT  |  |