

Annual ACTION PLAN included in School Development Plan 2017- 2018

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 objectives on the website. Equality Action Plan published on website. Annual review and updated December 2017	Discussions at Parent meetings and feedback via annual questionnaire.	Headteacher	Dec 2017	Parents know about the Equality Action Plan and know how to access it.
Race Equality Duty	Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the Governing body / Local Authority on a termly basis.	The Headteacher / 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?	Headteacher / Governing body	Reporting: December, April, July	Teaching staff are aware of and respond to racist incidents using school incident reporting procedures Consistent nil reporting is challenged by the Governing Body
Social Equality Duty	Develop greater opportunities for Disadvantaged pupils to attend after school clubs particularly homework, creative arts and sporting clubs. Disadvantaged Pupils to be made a priority for clubs they apply for. Introduce Staff Champions for all Disadvantaged Pupils, ensuring that pupils receive regular additional support, encouragement and challenge from a designated member of staff on a half termly basis.	Increased participation of FSM pupils in art/sport and enrichment opportunities. Pupil's well-being improves when questionnaire results are analysed	Creative Curriculum Lead Deputy Head Deputy Head	September 2017 - ongoing June 2018	Pupils in receipt of Disadvantaged Pupil funding participating in enrichment opportunities. Pupils in receipt of Disadvantaged Pupil funding well-being/confidence/self-esteem improves
All	Analyse pupil performance by gender, ethnicity, EAL and FSM and if as a result of this analysis a group is not achieving as well actions are identified and implemented.	Curriculum Committee will review progress reports.	Senior Leadership Team	Termly reviews Autumn 2017 Spring 2018	Identified actions are seen to be in place. Data indicates the gap between

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				Summer 2018	Disadvantaged pupils and all pupils is narrowing.
Cultural	<p>To improve the participation and engagement of parents and the wider community;</p> <ul style="list-style-type: none"> To organise events that promote community links and cohesion; weekly coffee mornings run by PTA, implementation of Community Champions; International Evening, Parental engagement and participation in key sporting events To support families from ethnic minority heritage with learning for their children Regular workshops for parents; Phonics, Maths, SRE, Early Years, Meet the Teacher (September 2017) Home learning information on the website/pupil planner; useful curriculum links and curriculum newsletters updated half termly Parent learning opportunities. 	<p>Discussions at Parent meetings and feedback via annual questionnaire.</p> <p>Progress monitoring of School Development Plan governor visits, meetings with Parents.</p>	Headteacher	Ongoing	<p>Improving parent/carer attendance in workshops delivered</p> <p>Parents more positive about helping their children.</p> <p>Target families supported at home.</p>