

Equalities Action Plan Objectives 2016-20

Protected Characteristics	Aims of the general duty		
	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	How do we advance equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
Race	Race equality policy Data on admission Termly reports on racial incidents to GB Low number of reported racial incidents Ofsted reports	Celebration of differences Curriculum Assemblies School policies Value differences	Celebration of differences Curriculum Assemblies Good links with parents School policies promote equality Job descriptions for staff School ethos School displays promote diversity School values - equality
Disability	School policies Inclusive practices Feedback from parents/questionnaires Termly reports to GB Assessment data Purchase additional resources – auxiliary equipment Adaptations to the building	School policies Raising attainment Tracking progress	Good links with parents Parent Support Adviser Assemblies Review meetings School ethos School displays promote diversity
Gender	Admissions process Recruitment process Tracking data	Recruitment process School policies Tracking progress	Good links with parents Assemblies School ethos
Gender Reassignment	Inclusive practices Admissions process Recruitment process Equality policy	Celebration of differences School policies Value differences Review of practices	Good links with parents Admissions process School ethos
Pregnancy and Maternity	Policy for expectant parents Reasonable adjustments in place to support Regular meetings Risk assessment	Continue good practice Paternity leave	Following policy Continue to make reasonable adjustments to ensure they are supported at work School ethos
Age	Employment/recruitment process	Recruitment process	Recruitment process School ethos
Religion and Belief	Admissions procedures Employment documents Balance of staff employed	Celebration of differences Curriculum Assemblies	Celebration of differences Curriculum Assemblies Good links with parents School ethos School displays promote diversity
Sexual Orientation	School policies Inclusive practices Admissions process Recruitment process Equality policy	Celebration of differences School policies Value differences Review of practices	Good links with parents Admissions process School ethos

To ensure provision for disabled pupils is in place. Ensure as reasonably possible that a disabled person can benefit from education to the same extent that a person without disability can.

- Ensure all auxiliary aids and services as reasonable adjustments where they are not part of a statement of SEN are in place
- To provide auxiliary aid or service for a disabled pupil when it is reasonable to do so and if such an aid would alleviate any substantial disadvantage
- Keep a written record of provision in place to support disabled pupils
- Ensure all disabled pupils where reasonable possible are included in all extended school provision
- Ensure risk assessment where needed are in place
- Consider adjustments needed for all pupils to take part in educational visits
- Ensure accessibility to the building is reviewed as part of the schools expansion to improve accessibility
- Aids to support access to the first floor
- Education and Health Care Plans

Educational visits and extended school journeys are an important part of the schools provision. A pupil may not be able to take part in a visit for the following reasons

- There are risks that the school feels cannot be managed offsite – these will be identified in the risk assessment
- If the parent requests that their child is not to take part in the visit

To ensure, where reasonably possible, that all pupil take part in extended school experience through school journeys, after school clubs and educational visits the school will

- Invite parents/carers or a responsible member of the family to accompany the visit or to be part of the after school club
- If the parent/carer is unable to accompany their child then the school will endeavour to recreate the experience within the school site
- The school must provide appropriate equipment for pupils to be able to take part in after school activities eg larger rackets/balls – visually impaired resources

Eliminating discrimination and other conduct prohibited by the Act

- Ensure school policies and procedures promote equality of opportunity
- Ensure all staff are aware of our responsibility with regards to the equality act
- Ensure our school curriculum promotes tolerance of all groups

To raise the achievement of all pupil premium pupils

- Track progress of Pupil Premium pupils across the school
- Use Progress Meetings to discuss progress and next steps
- Targetted support

To raise the achievement of SEN pupils so they are in line with all pupils

- Monitoring and tracking progress
- Performance tracked and analysed
- Targeted support
- Inclusion team support for pupils on SEN register
- Strengthening the Inclusion team through training and team meetings