

Equality Action Plan- SEPT 2015	How will the impact of the action be monitored?	Who is responsible for implementing ?	What are the timeframes ?	Early success indicators
MUST BE INCLUDED Publish and promote the Equality Plan through the school website, newsletter and staff meetings.	Equality Policy in staffroom Staff reminded regularly about the Equality Policy	Inclusion Manager/Busi ness Manager		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 Plan- copy on school website and awareness raised through school newsletter
<i>Monitor and analyse pupil achievement by vulnerable groups, gender and SEN and act on any trends or patterns in the data that require additional support for pupils.</i>	<i>Achievement data analysed by race, gender and disability</i>	<i>Senior Management and teachers, Inclusion Manager/Busi ness Manager</i>	<i>Ongoing and formally 3x a year</i>	<i>Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups</i>
<i>Ensure that the curriculum promotes role models that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability .Increased representation in Visitors Assemblies</i>	<i>Register of visitors and assemblies</i>	<i>Inclusion Manager</i>	<i>Sept 2015 – July 2016</i>	<i>Increased role models visiting school. Varied cultural celebrations in assemblies. Focus on developing SMSC and PSHE curriculum.</i>
<i>Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.</i>	<i>Increase in pupil participation, confidence and positive identity – monitor displays and EM interviews</i>	Inclusion Manager/Busi ness Manager and whole staff	<i>Ongoing</i>	<i>More diversity reflected in school displays across all year groups- current photos show a range of race, gender and disability</i>

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<i>Ensure all pupils are given the opportunity to participate in school extra- curricular activities</i>	<i>Monitoring of school clubs July 2015/16 - register of pupils who have attended clubs</i>	<i>Inclusion Manager</i>	<i>From Sept 2015</i>	<i>More children from the Disadvantaged pupils register attending clubs.</i>
Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the Governing body / Local Authority on a monthly basis.	The Headteacher / Governing body will use the data to assess the impact of the school's response to incidents	Staff, SLT and Business Manager	Reporting: end of every month	Teaching staff are aware of and respond to racist incidents There have been 1 racist incident up to July 2015
<i>Monitor gender attendance at clubs</i>	<i>Monitoring of school clubs- audit July 2015 for children who have attended school clubs.</i>	<i>Inclusion Manager and PE subject leader</i>	<i>July 2015- July 2016</i>	<i>All genders taking up opportunities to attend extra curricular provisions</i>
<i>Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid, Christmas.</i>	<i>PSHE assessments Visitor assembly records RE assessments</i>	<i>Member of staff leading on PSHE and RE, and Inclusion Manager</i>	<i>Ongoing</i>	<i>Increased awareness of different communities shown in PSHE and RE assessments'.</i>
<i>Promote National / British values in school</i>	<i>Records of focused lessons/ programmes /assemblies</i>	<i>Whole staff/ SLT</i>	<i>Ongoing</i>	<i>Increased participation in focused activities that specifically raise awareness of British values.</i>