

Southam Primary School Single Equality Scheme Action Plan 2018- 2021

Action planned to meet statutory duty/ equality legislation							Planned Outcome	Planned Actions	Timescale	To be actioned by	Monitored by
R	D	G	SO	A	R/B	CC	<i>R- Race/ D- Disability/ G- Gender/ SO- Sexual Orientation/ A- Age/ R/B- Religion or Belief/ CC- Community Cohesion</i>				
*	*	*	*	*	*	*	All staff aware of Single Equality Scheme and raised awareness of responsibilities	Regular agenda item at staff and phase team meetings	Termly	All staff	HT
*	*	*	*	*	*	*	All policies reviewed and updated and procedures audited in light of the Equalities Act 2010	Continue to review all current policies	On-going – see policy review timetable	HT & Governors	FGB
*	*	*		*	*		Establish profile of job applicants to identify if any positive action is required to attract underrepresented groups	Monitor job applicants for all posts Collate equality information from applications	On-going	HT	FGB
*	*	*	*	*	*	*	Seek to broaden and strengthen our commitment to quality communications with all stakeholders	Communications to be made available to stakeholders in a range of formats, responding to need	July 2015	Office staff	HT
*	*	*	*	*	*	*	Interested stakeholders to receive requisite training in a range of equality/ diversity issues	CPD/ INSET delivered to staff, governors, parents as required	On-going	HT	FGB
*	*	*	*	*	*	*	Pupils gain a greater awareness of diversity through curriculum and extended learning opportunities	Review curriculum content across the school Assemblies, lessons and resources provide opportunities for chn to learn about racial, cultural, gender, disability, religious diversity other than their own	Annually	Subject Leaders & DHT	HT
*	*	*	*	*	*	*	Develop and strengthen the positive understanding of diversity across the school to ensure that negative stereotyping is avoided/ eliminated where necessary	Lesson and curriculum audits identify positive examples of diversity CPD provided to staff as necessary	June 2017	Subject Leaders & DHT	HT
*	*	*					To identify trends in attainment and progress across the school To narrow the gap in attainment between genders	Regular analysis of internal progress data Analyse end of year attainment data to identify trends Secure action planning to address and narrow any gaps	Annually	Class teachers Subject leaders	SLT FGB