



Equality Duty Plan

*This document meets the statutory requirement for the
Publication of Equality Information and Objectives (Public Sector Equality Duty)*

Date approved: May 2016
Date of Next Review: May 2017



Equality Strand	Action	How will the impact of the action be monitored	Who is responsible	What are the time frames	Success criteria
All	Publish and promote the equality plan through school website, newsletter, home school agreement and staff handbook	Questionnaire about parent awareness of Equality Plan in annual survey.	HT SBM	Immediately after the equality plan is agreed by the governing body.	Signed home school agreements from parents and children. Staff sign sheet to say they have read handbook.
All	Monitoring and analysis of pupil achievement by race, gender, SEN/disability	Half termly analysis of class data. Challenge from SIC committee	HT Governing body	Half termly - SIC	Analysis of teacher assessments demonstrates the gap is narrowing for equality groups.
All	Recognise and represent the talents of pupils in Gifted and Talented programs, and ensure representation on the programs fully reflects the school's population in terms of race, gender, religion or belief and disability.	Gifted and Talented register monitored	HS	On-going	Analysis of the G&T register reflects the school's diversity.
All	Ensure that displays promote cultural diversity in terms of race, gender and ethnicity	Increase pupil participation, confidence and positive identify – monitor through PSHE assessment	PSP Team	Annually	More diversity reflected in school displays across all year groups. – DIF displays monitoring



All	To include new positive action provisions in order to target and meet particular needs of pupils when needed eg EAL, SEN, Vulnerable	Data analysis – half termly. Reports to SIC	HT SENCO Governing Body	On going	Narrowing gap in all groups
All	To ensure any child will not be victimized by a member of staff, peers or other families in relation to the Equality Act 2010 eg their parent is in a civil partnership	Incident forms Parents evening forms	HT Governing Body	Immediately after the equality plan is agreed by the governing body.	Fewer incidents recorded from date of implementation.
Race	Identify, respond and report racist incidents. Reports the figures to the governing body/Local Authority	Data to assess the impact of the schools' response and number of incidents recorded. Pupil / parent responses recorded.	HT Governing Body	Head teacher reports – FGB LA informed at time of incident	Teaching staff are aware of how to report and handle racist incidents. Fewer incidents recorded and reported to GB – this is to be challenged.
All	Communicate with leaflets, letters and emails in accessible formats by involving all where applicable.	Annual survey	SENCO/FSA	Immediately after the equality plan is agreed by the governing body.	Increase in communication evident and measurable via annual survey results.



All	Promote governor/staff vacancies ensuring health-related questions are not asked before a job is offered unless the questions are specifically related to an intrinsic function of the work.	Interviewers are made aware of the equality plan	HT Governing body	Immediately after the equality plan is agreed by the governing body.	No interviewee is asked to complete a health questionnaire before being offered a job.
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