

Durdan's Park Primary School

Equality Action Plan

Reviewed: June 2018

Next Review: June 2020

Equality Strand	Actions that need to be taken	Who by	How	IMPACT
All	Publish and promote the Equality Policy through the school website and staff meeting	HT Chair of Gov	Question about parent's awareness of Equality Scheme is annual survey to parents?	Staff and Parents are aware of the Equality Plan
All	Monitory and analyse pupil achievement by race, gender and Sen and act of any trends or patterns in the data that require additional support for pupils	HT Team Leaders Class Teachers	Achievement data analysed by race, gender and SEN	Analysis of teacher assessments demonstrates the gap is narrowing for equality groups
All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability. Focus on Black History Months, school displays and history topics	HT Team Leaders Class Teachers	Increase in pupils participation, confidence and achievement levels	Notable increase in participation and confidence of targeted groups.
All	Ensure displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	HT Team Leaders Class Teachers	Increase in pupil participation, confidence and positive identify – monitor through PSHE	More diversity reflected in school displays across all year groups.
All	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school, e.g. through involvement in the School Council, class assemblies, fund raising etc.	HT Team Leaders Class Teachers	School council representation monitored by race, gender and disability.	More diversity in school council membership.

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Race Equality	Identify, respond and report racist incidents as outlined in the plan. Report the figures to the Governing Body termly and the Local Authority annually.	HT AT	The Head teacher/Governing Body will use the data to assess the impact of the schools 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.	Teaching staff are aware of and respond to racists incidents. Consistent nil reporting is challenged by the Governing Body.
Race Equality	Race Equality is referred to in the Equality Policy and Plan	AH	Policies are up to date and relevant and agreed annually by Governors. All staff are made aware of the policies.	All stakeholders are committed to ensuring equality.
Race Equality	All staff are trained in meeting the needs of pupils from diverse backgrounds, including those with EAL and those from asylum seeking backgrounds.	HT Team Leaders Class Teachers	Training is given to all staff where appropriate	Narrow the gap in levels of attainment between different ethnic groups.
Race Equality	Pupils and parents from diverse backgrounds are aware of the importance of attending school.	Attendance Officer HT AT	Attendance procedures are made clear to all parents. Poor attendance is monitored by the Attendance Officer and procedures are following for those with low attendance.	Raise attendance to national expectations for all groups.

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			Extended holidays are not authorised. Examine attendance of ethnic groups and investigate programme of action to address less than expected attendance.	
Race Equality	All communities, however small feel valued in our school.	HT Team Leaders Class Teachers	School events involve communities. Visitors from all communities	All communities have the opportunity to become involved with children's education.
Gender Equality	Monitor extended schools provision particularly with sport to ensure girls engage as well as boys. There is currently a trend of less girls participating in sport.	PE AT	Increase participation of girls in sports clubs and out of school sports activities	More girls take up after school sports clubs.
Gender Equality	Monitor relationships between boys and girls and develop strategies to challenge where appropriate.	HT Team Leaders Class Teachers	Monitoring through PSHE lessons.	Relationships between boys and girls develop within the school.
Gender Equality	Reflect positive role models within the school, both male and female.	HT Team Leaders Class Teachers	Ensure role models are part of lessons and displays.	Pupil's awareness of role models from both genders increases.
Disability Equality	Promote school events with leaflets in accessible format. Welcome applications for vacancies from disabled candidates	SEN	Monitoring of application by disability to see if material was effective.	More applications from disabled candidates

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Disability Equality	Ensure that school is accessible for children/parents/staff with disabilities	HT GB	School will be monitored and adjustments made where required.	School is more accessible for people with disabilities.
Community Cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities, e.g. Diwali, Eid and Christmas	HT Team Leaders Class Teachers	PSHE assessments, assemblies, visits to places of worship and feedback from parent surveys	Increased awareness of different communities shown throughout the school.