



EQUALITY and ACCESSIBILITY PLAN

Equality Objective	Protected characteristic	General Duty	Action	Responsibility	Timeframe	Measurable success indicator
To promote awareness of the Equality Plan by parents, staff and pupils	All	Foster good relations	Publicise and promote the scheme through the school website, newsletter and staff meetings, School Council, Include question about awareness of Equality Scheme in annual surveys, talking groups.	Headteacher / designated member of staff	On going	Staff familiar with the principles of the Equality Plan and use them when planning lessons, creating displays Parents and pupils are aware of the Equality Plan
Promote and enhance community cohesion and a sense of shared belonging in the school, and in the school's neighbourhood.	Gender, disability, religion, age and ethnicity.	Foster good relations	Collect data on who attends school events and in particular the parents' forum. Compare with census data when available and take steps to address under representation.	Head teacher Governing Body	Reviewed annually in summer term.	Representation on the parents' forum reflects composition of the school community
Promote and enhance community cohesion	Religion, ethnicity	Foster good relations	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid, Christmas.	Member of staff leading on PSHE	Reviewed annually in summer term.	Increased awareness of different communities shown in PSHE assessments
Ensure equal access of the school environment and learning opportunities for all.	Disability	Remove discrimination Advance equality of opportunity	Yearly report to Governors by Inclusion Leader.	Governors review accessibility plan as part of Equality plan review	Report to Gobs submitted in January of each year.	School is able to meet the needs of all in accessing the physical and learning environments of the school.

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Ensure accurate information about the accessibility needs of children/parents/staff is held.	Disability	Remove discrimination Advance equality of opportunity	Through the use of questionnaires and school data an accurate record of needs is held	SLT	Data gathered in Sept and on new intake.	School has identified any person with an accessibility need.
Monitor and analyse pupil achievement by gender, ethnicity and disability and act on any trends or patterns in the data that require additional support for pupils.	Gender, ethnicity and disability	Remove discrimination Advance equality of opportunity	Achievement data analysed by race, gender and disability Analysis of teacher assessments / annual data	Inclusion Leader	Annually in Sept	Vulnerable groups achieve expected or above and any achievement gap is narrowed
Ensure that displays in classrooms and corridors promote diversity	Gender, disability, religion, age and ethnicity.	Remove discrimination Advance equality of opportunity	Increase in pupil participation, confidence and positive identity – monitor through PSHE	Headteacher & teaching staff	Ongoing	Termly learning walk feedback details range of diversity reflected in school displays and information.
Ensure all pupils are given the opportunity to make a positive contribution to the life of the school through involvement in the School Council, school clubs class assemblies, fund raising etc.	Gender, disability, religion, age and ethnicity.	Remove discrimination Advance equality of opportunity	Collect and analyse data. If necessary provide opportunities for wider uptake and /or representation eg through co-option.	Member of staff leading on school council	Reviewed annually in summer term.	More diversity in membership of school groups with no group being excluded