

Single Equality Action Plan – January 2019 - 2023

The duty to report racist incidents and the publication of the Equality Plan to meet the Disability and Gender Equality legislation are included in the action plan below.

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Impact to date (will be reviewed annually).
All	Publish and promote the Equality Plan through the school website and staff briefings.	Reporting of incidents. Questionnaires to stakeholders to evaluate effectiveness of policies and procedures	SLT	January 2019	
All	Prepare students for life in a diverse society in which children are able to see their place in the local, regional, national and international community. (SIP 2018-2019 target 3)	Using the curriculum and ERIC lessons to break generalisations in the protected characteristics without generalising i.e. making sure girls know they can be engineers and nuclear scientists and boys can be textile makers etc.	ERIC Co-ordinator Middle Leaders Careers Advisor		
All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils. (SIP 2018-2019 target 3)	Achievement data analysed by race, gender and disability. Report to Directors and the Governing body on a termly basis.	Deputy Headteacher - KC	Every monitoring period	
All	Ensure that the curriculum and assemblies promote role models that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability. (SIP 2018-2019 target 3)	Subject leaders to review schemes of work in relation to positive promotion of role models that young people positively identify with, in terms of race, gender and disability. Assemblies are planned to incorporate positive role models.	Middle Leaders SLT Links Deputy Headteacher - KC	Annually	
All	Provide a learning environment where all individuals see themselves reflected and feel a sense of belonging. Where behaviour for learning is highly effective. (SIP 2018-2019 target 1)	All students are treated with equal value and feel part of the community (Transgender, LGB, Disabled, Girls/boys, Different faiths and beliefs or no faith Ethnicities). High expectations for behaviour for learning are established and maintained.	Assistant Headteacher – Pastoral Care - NW		
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 by election or co-option), student leaders, fund raising etc. Engagement with	Selection of form representative for the Student Council, Senior Students, Student Mentors.	Assistant Headteacher – Inclusion – LJ	Annually and half termly for council meetings	Student Council identify a local and national charity on an annual basis

	charities that can raise awareness in school (Student council to invite charities to present their bid to the council for support) (SIP 2018-2019 target 2)		Student Council Co-ordinator - CH		
Race Equality Duty	Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the Governing body on a termly basis. (SIP 2018-2019 target 2)	The Headteacher / Governing body will use the data to assess the impact of the school's 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.	Assistant Headteacher – Pastoral Care – NW ERIC Co-ordinator - RW	Monitored all year.	
Race Equality Duty	Regularly audit new intake regarding EAL and address any new area of diversity. (SIP 2018-2019 target 5)	Student induction and assessment to identify any support needs. Action plans devised, monitored and evaluated to assess impact.	SENCO - EC	Monitored all year.	
Gender Equality Duty	Introduce initiative to encourage girls to take up sport outside the curriculum requirements, to make participation rates more reflective of the school population.	Increased participation of girls in sports clubs and out of school sport activities	Head of PE - MT		
Disability Equality Duty	Raise awareness of disability issues. (SIP 2018-2019 target 11)	Effective involvement with other organisations to effectively promote disability awareness	ERIC Co-ordinator - RW		
Community cohesion	Expose our students to more diverse cultures. Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid, and Christmas. (SIP 2018-2019 target 11)	Parental and external professional evaluation	ERIC Co-ordinator - RW	As appropriate throughout the year	