

Sheerhatch Primary School Equality Action Plan

Objectives	Action	How will the impact of the action be monitored or Assessed	Implementation Responsibility	Timeframe	Early Success Indicator
<p>Work to minimise any achievement or progress gap with regard to gender, ethnicity, disability or disadvantage. Monitor and analyse pupil achievement and progress in all year groups with attention to race, gender, disability, and pupil premium</p>	<p>Analyse mid and end year data for these groups and produce report.</p> <p>Provide intervention as appropriate for individuals or groups affected.</p> <p>Provide unconscious bias training for all staff to address any inconsistencies in approach and/or expectation.</p>	<p>Ongoing analysis of attainment and progress data.</p>	<p>Head Teacher and the Governing Body</p>	<p>March and July</p>	<p>Analysis of teacher assessments / annual data demonstrates no significant gaps or narrowing of gaps for equality groups</p>
<p>Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school and society's diversity in terms of race, gender and disability.</p>	<p>Audit of plans and resources.</p> <p>Source a range of curriculum and display resources.</p> <p>Incorporation of key figures from a range of backgrounds within knowledge organisers.</p> <p>Assemblies to focus on key figures.</p>	<p>Discussion with pupils in focus groups</p>	<p>Class teachers</p>	<p>Ongoing</p>	<p>Positive engagement with curriculum. Questions and discussions raise equality/diversity issues</p>

Offer opportunities for students to appreciate their own culture and celebrate diversity of other cultures	Highlight cultural events through assemblies, and activities	Discussion with pupils following assemblies and events	Head Teacher and Class Teachers	Ongoing	Events planned in annual calendar
Promote involvement of all groups of students in the extra-curricular life of the school.	Provide opportunities for children to take leadership roles, develop social and physical skills.	Engagement of students in the process and assessment of confidence in other areas.	Head Teacher and Class Teachers	Ongoing	Range of opportunities promoted to all pupils
Develop the skills, knowledge and abilities of all staff members and provide equal access to training and development to their assessed needs regardless of their employment status. Ensure equal opportunities for all staff for promotion.	Assessment of staff training needs and research of relevant courses, to include unconscious bias training for all. Ensure that relevant staff are trained in appraisal and performance management ensuring fair and equal treatment. Monitor recruitment, promotion and pay scales.	Staff training records. Appraisal documentation. Recruitment records.	Head Teacher and all Staff Members	Include in HT report to governors annually.	Records show no inequality in access to training and promotion.
Encourage a more diverse membership of the Governing Body.	Consider wider advertising for governors when vacancies arise.	Analysis of make-up of governing body on an annual basis.	Chair of Governors	Annually	Governing Body becomes more diverse over time.