

SALTFORD CHURCH OF ENGLAND PRIMARY SCHOOL



Equality Action Plan

Equality action plan 2021 - 2022

Core themes of this action plan:

1. Eliminate discrimination, harassment and victimisation
2. Advance equality of opportunity
3. Foster good relations

Requirement	Actions that need to be taken	By Whom	By When	Related existing activity	Progress/Evidence
Information collected and analysed by race, disability and gender.	Deputy Head Teacher analyses termly achievement data and identifies trends and teaching and learning staff act to address needs	ES	Termly	Termly data analysis by HT and SLT	Pupil progress meetings
	Attendance analysed to identify issues within groups	DS/SH	Monthly	Extension of attendance monitoring	As required
	Exclusions analysed to identify issues within groups	DS/GG	As necessary	Extension of exclusion recording and monitoring	
	Staff training – monitor opportunities for all staff	DS/ES	Annually	Ensure equality of opportunity for staff linked to appraisal	
	Bullying and racist incidents log	DS	As necessary	Logs of bullying, racist and serious incidents on CPOMs	Reported to governors
Involve staff, parents and pupils in developing equality plan	Questionnaires, interviews, discussions carried out with staff, parents, pupils and visitors to develop purposeful equality objectives	DS/AGC/SLT	Annually Staff Futura survey	Parents and Pupil Questionnaire	Reported to governors
Develop relevant	Displays, curriculum topics, role models, texts, assemblies encourage diverse population.	All staff	Ongoing		

<p>opportunities and curriculum, which positively reflects the school's diversity</p>	<p>Awareness of issues around the protected characteristics raised and discussed Through assemblies, theme weeks and annual events, etc.</p>	<p>All Staff</p>			
---	--	------------------	--	--	--

Equality action plan 2021 - 2022

Core themes of this action plan

1. Eliminate discrimination, harassment and victimisation
2. Advance equality of opportunity
3. Foster good relations

Requirement	Actions that need to be taken	By whom	By when	Related existing activity	Progress/ Evidence
<p>To encourage all pupils, staff and parents to be involved in school activities</p>	<p>Monitor attendance at extracurricular activities for access and opportunity for a range of groups</p>	<p>DS/CR</p>	<p>Ongoing</p>		
	<p>Monitor parents' involvement in school activities for a range of groups</p>	<p>DS/CR</p>	<p>Ongoing</p>		
	<p>Identify trends in pupil/ parent attendance and discuss/ act to improve participation.</p>	<p>DS/SH/CR</p>	<p>Annually</p>	<p>PE Premium Action Plan</p>	<p>New parent populations needs monitoring</p>
	<p>Modify new intake booklets to ensure accessibility needs of pupils, parents and others are considered</p>	<p>DS/ED</p>	<p>Set up for new intake</p>	<p>Adapt current documentation</p>	
<p>To publish information</p>	<p>Create an equalities page link on the school website and publish the equality policy</p>	<p>DS/LS</p>	<p>Key information section</p>		
	<p>To update relevant policies in line with new equalities policy</p>	<p>DS</p>	<p>At review dates</p>		<p>On going</p>
	<p>Governors to ratify equalities policy and equality objectives</p>	<p>Governors</p>	<p>Ongoing Resources WP</p>		

about compliance with the equality act and equality objectives	Publish equalities objectives on equalities page/ accessible within school	DS	Annually		
	Include relevant links to support families who may have protected characteristics	DS	Annually		