



## Equality Action Plan 2019-2021

Action Required	By Whom	By When	Priority	Success Criteria	Progress Update/Status
<b>1. Equality Objective: To improve outcomes in phonics, reading, writing and maths for all children regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation.</b>					
School Data to be analysed in terms of groups and any differences identified.	FW & SLT	July 2019, 20 and 21.	ST	Any differences will have been diminished so that they are not significant.	IP
Priority groups to be identified in each year group based on previous data.	FW	September 2019, 20 and 21.	MT	Differences between boys and girls attainment will be diminished and any differences related to race.	IP
<b>2. Equality Objective: Implementation of the equality scheme.</b>					
Equality information to be available on the school website.	FW	March 2020	MT	The parents and Governors will have access to the equality information for the school.	NS
Actions from equality scheme & data analysis to be implemented.	FW/School Board/NWAT	July 2020	MT	The school will have completed the actions from the equality scheme and data analysis.	NS
<b>3. Equality Objective: To increase the opportunities for all children to meet people from a range of backgrounds including all of the protected characteristics.</b>					
For the children to meet a range of people through visits out, visitors into school and through the curriculum and through the hidden curriculum e.g. positive images, small world play.	Teachers	From September 2019	MT/LT	Children will have a more positive view of people with a range of protected characteristics and will behave appropriately when they meet them in and out of school.	IP

**4. Equality Objective: To ensure that children with disabilities are able to access foundation subjects equally alongside their peers where appropriate.**

Timetabling of interventions to be carefully considered to ensure that children with disabilities have equal access to the foundation subjects where appropriate.	Teachers & SENDCO	From January 2020	MT/LT	Children with disabilities will have equal access to the foundation subjects, particularly ones that they enjoy. A personalized learning curriculum will be in place to meet the needs of the very small minority of children with significant disabilities linked to SEMH.	IP
-------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------	-------------------	-------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----

**5. Equality Objective: To ensure that children with Social, Emotional and Mental Health needs have their needs met and have access to the wider curriculum.**

The use of reduced timetables to be considered instead of Fixed Term Exclusions on a temporary basis.	SLT & SENDCO	From September 2019	LT	The number of FTE will have reduced as the children will be having their needs met in an alternative way.	IP
-------------------------------------------------------------------------------------------------------	--------------	---------------------	----	-----------------------------------------------------------------------------------------------------------	----

For this group of children to access the school clubs that they can cope with and will enjoy.	Teachers, Children's Advocate & SENDCO	From September 2019	LT	The children will be attending some of the clubs.	IP
-----------------------------------------------------------------------------------------------	----------------------------------------	---------------------	----	---------------------------------------------------	----

To take part in class visits where appropriate and where this is not possible due to needs, to take part in an alternative visit that matches what is being taught.	Teachers, Children's advocate & SENDCO.	From September 2019	LT	The children will access their learning through appropriate visits.	IP
---------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------	---------------------	----	---------------------------------------------------------------------	----

To access the school curriculum for their year group where appropriate including a	Teachers, Children's Advocate & SENDCO	From September 2019	LT	The children will have access to a range of foundation subjects from their year group or an	IP
------------------------------------------------------------------------------------	----------------------------------------	---------------------	----	---------------------------------------------------------------------------------------------	----

range of foundation subjects and activities such as swimming.					appropriate year group.
To have access to a personalized curriculum to meet the child's individual needs e.g. ELSA, nurture activities, Respect programme, potential leaders programme...	Teachers, Children's Advocate & SLT	From September 2019	LT		The children will access a range of nurture/ELSA activities which will support their emotional and mental health needs. IP

\* **Status** - Not Started (NS) / In Progress (IP) / Waiting (W) / Achieved (A)

\* **Priority** - Short term (ST) i.e. taking place over several weeks / \* Medium Term (MT) i.e. taking place over several months /\* Long Term (LT) i.e. taking place over a longer period

Reviewed: September 2019

Next Review: September 2020