

ST MARY'S SCHOOL – ACTION PLAN

Equality Strand	Action	Success Criteria	By whom	Time	Achieved/Success
All	To publish and promote the equality plan to all stakeholders.	<p>All stakeholders to have access to published equality plan.</p> <p>Stakeholders to have opportunities to assess the impact of the plan, influencing the evaluation process and future target setting.</p>	Headteacher to organise and delegate	<p>Reviewed and published in October 2018</p> <p>Term 5 Pupil/Parent questionnaires. Annual review by governors.</p>	<p>Access given to all stakeholders</p> <p>Ongoing</p>
All	To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in data that require additional support	Pupil achievement for equality groups above national average, and where there are gaps these are narrowed through effective monitoring and intervention.	SLT Governing Body	Termly	Assessment and achievement data – at least good for all groups (above national)
All	To ensure that displays in classrooms and corridors promote diversity in terms of race, gender and disability.	More diversity reflected in school displays and materials for lessons across all year groups	SLT School staff	Ongoing	Reflected in planning
All	To ensure all pupils are given the opportunity to make a positive contribution to the life of the school.	All school events have pupils from all groups participating, with monitoring of groups where there is less take up.	SLT School Staff	Ongoing	All groups throughout school participating in events

Race Equality Duty	<p>To identify, respond and report racist incidents as outlined.</p> <p>To report the figures to the Governing Body on a termly basis.</p>	<p>Staff, parents and pupils are happy with the effectiveness of response given by Teaching staff/SLT.</p> <p>Staff followed guidance consistently and effectively as outlined above.</p> <p>Governors are informed regularly of any recorded incidents regarding the equality groups.</p>	<p>Headteacher</p> <p>School staff (monitored by SLT)</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Termly</p>	<p>None reported</p> <p>N/A</p> <p>HT Report to Governing Body</p>
Gender Equality Duty	To ensure opportunities arranged within the school have an appropriate balance between girls and boys particularly in sporting events.	<p>Equal representation/opportunities for boys and girls.</p> <p>Clubs are accessible to boys and girls with improved rates of participation in clubs where there is a stereotypical association.</p>	SLT, School staff, P.E. Co-ordinator and Club Leaders	Ongoing	All club and sporting events are open to both boys and girls with consistently equal take-up.
Disability Equality Duty	<p>To ensure pupils with a disability are actively involved in school activities eg clubs.</p> <p>To ensure there is effective transition between classes and schools.</p>	<p>Pupils with a disability are participating in extra-curricular activities.</p> <p>Pupils, parents and staff have opportunities to meet and discuss relevant issues before commencing a new school year.</p>	<p>Class Teacher</p> <p>SLT, School Staff</p>	<p>Ongoing</p> <p>Term 6</p>	<p>Monitoring shows yes</p> <p>Formal and informal meetings arranged accordingly</p>
Community Cohesion	To celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities.	<p>A programme of assemblies organised and special days celebrated.</p> <p>Visitors from different groups to enhance the curriculum and broaden the children's understanding of the local and global community.</p>	SLT, R.E. Co-ordinator, PSHE Co-ordinator, Geography Co-ordinator and school staff	Ongoing	Plans to incorporate into new curriculum