

OXLEY PRIMARY SCHOOL EQUALITY POLICY ACTION PLAN 2016-20

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing	What are the timeframes	Early success indicators
All	Publish and promote the single Equality Policy through the school website, newsletter and staff briefing.	Question about parent awareness of Equality Scheme in annual survey?	Headteacher	Immediately after Equality Policy is agreed by governing body. September 2016	Staff are familiar with the principles of the Equality Policy and use them when planning lessons, creating class room displays Parents are aware of the Equality Policy
All	Monitor and analyse pupil achievement by race, gender and SEND and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and SEND.	Head teacher/ Governing Body	Termly	Analysis of teacher assessments/annual data demonstrates any gaps are narrowing for equality groups.
All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects diversity in terms of race, gender, religious belief and disability.	PHSE leader monitor. SLT conduct learning walks. Subject leaders monitoring roles.	Curriculum lead and all staff through planning	Sept 2016 onwards	Displays and pupils' work reflect the diverse role models. Pupils demonstrate awareness of significant people from a range of backgrounds.
All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	BeSKiLD HTs Learning Walks	Head teacher All staff.	Termly	More diversity reflected in school displays across all year groups
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), class assemblies, fund raising etc.	Pupil voice representation monitored by race, gender, disability.	Member of staff leading on pupil forums.	From October 2016	Equal gender representation. Diversity in school council membership where possible.

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Race Equality Duty	Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the Governing body/Local Authority on a termly basis.	The Head Teacher/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?	Head Teacher reports to Governing Body	Reporting: December, April, July	Teaching staff are aware of and respond to racist incidents Consistent nil reporting is challenged by the Governing Body
	Develop awareness of diversity within the school community. Participate where possible in the following: <ul style="list-style-type: none"> • Black History month; • Bhangra and / or African Dance workshops; etc	Head Teacher PHSE Leader report	Head Teacher PHSE Leader Teachers in planning teams.	Termly - planning	Pupils are aware of significant BME figures in history. Pupils have taken part in workshops.
Gender Equality Duty	Audit level of participation of girls and boys in after-school provision, particularly sports. Identify actions where needed to address any inequality.	Survey of pupils. Data of children taking part in clubs/teams.	Member of staff leading on sports/PE	Annual report by PE Leader. Published report on spending of PE + Sports Premium.	Fair representation and participation of girls in sports clubs and out of school sport activities
Disability Equality Duty	Ensure access to the school site is accessible to all visitors	Link Governor	Head Teacher Premises Officer	Ongoing Refer to Governor visit report.	Visitors to school are able to access the building and rooms.
	Identify cost of possible modifications to school entrance to make wheelchair accessible.	Head Teacher report to Governors. Link Governor	Head Teacher Governors Premises Officer LA buildings / admissions team	Ongoing	Cost and timescale identified for commencing building work.
Gender / sexual orientation	Ensure school's SRE policy is up to date and staff are implementing requirements within the school.	PSHE Leader report to Head Teacher. Head Teacher report to Govs.	Member of staff leading on PSHE	Policy in place. Included within termly planning.	Policy implemented throughout school. Parents aware of the school's policy.

Action plan to be reviewed annually.