

**SALTFORD CHURCH OF ENGLAND  
PRIMARY SCHOOL**



**Equality Action Plan**

## Equality action plan 2019 - 2020

**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
<b>Information collected and analysed by race, disability and gender.</b>	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	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	Reported to governors
<b>Involve staff, parents and pupils in developing equality plan</b>	Questionnaires, interviews, discussions carried out with staff, parents, pupils and visitors to develop purposeful equality objectives	DS/ AGC/LT	Annually Staff WMAT pulse survey	Parents Questionnaire	
<b>Develop relevant opportunities and curriculum, which positively reflects the school's diversity</b>	Displays, curriculum topics, role models, texts, assemblies encourage diverse population.	All staff	Ongoing		
	Awareness of issues around the protected characteristics raised and discussed Through assemblies, theme weeks and annual events, etc.	All Staff			

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<b>To encourage all pupils, staff and parents to be involved in school activities</b>	Monitor attendance at extracurricular activities for access and opportunity for a range of groups	DS/JE	Ongoing		
	Monitor parents' involvement in school activities for a range of groups	DS/JE	Ongoing		
	Identify trends in pupil/ parent attendance and discuss/ act to improve participation.	DS/JE/AB/MFB	Annually	PE Premium Action Plan 19/20	New parent populations needs monitoring
	Modify new intake booklets to ensure accessibility needs of pupils, parents and others are considered	DS/SH	Set up for June 2019	Adapt current documentation	
<b>To publish information about compliance with the equality act and equality objectives</b>	Create an equalities page link on the school website and publish the equality policy	DS/LS	Sept 19		
	To update relevant policies in line with new equalities policy	DS	At review dates		On going
	Governors to ratify equalities policy and equality objectives	Governors	Next available Resources WP		
	Publish equalities objectives on equalities page/ accessible within school	DS	Annually		
	Include relevant links to support families who may have protected characteristics	DS	Annually		