



Radley CE Primary School Single Equality Action Plan 2018-2021

Equality Strand	Action	How will the impact of the action be monitored?	Responsible person(s)	Timescale	Success indicators
All	Publish and promote the Equality Action Plan through the school website, newsletter and staff meetings.	Question about parent awareness of Equality Policy and Action Plan in annual survey	Headteacher and Senior Leadership Team	Approval by governors at Autumn Resources meeting. 17.11.15. Uploaded to website Nov 15	Staff familiar with principles of the Equality Action Plan and use when planning lessons and displays. Parents aware of the Equality Action Plan
All	Monitor and analyse pupil progress and attainment by race, gender and disability; act on trends or patterns in the data requiring additional support for pupils.	Data analysed by race, gender and disability.	Reports termly to Governors	Headteacher Governing body	Data analysed each long term Teacher assessments demonstrate no significant difference between groups
All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, reflecting the school's diversity in terms of race, gender and disability	Increase in pupils' participation, confidence and achievement levels	Headteacher Subject Leaders	On-going as new national curriculum is embedded	Notable increase in participation and confidence of targeted groups
All	Promote spiritual, moral, social and cultural development through assemblies with reference to equality and diversity	Assembly planning file PSHE / RE assessments	Headteacher	On-going	School community will be aware of and tolerant towards culture, religion, race, life choices
All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Increased child participation and positive identity– PSHE monitoring	Headteacher Subject leaders	Reviewed termly by SLT and subject leaders	Diversity reflected in school displays across all year group
All	Ensure all pupils given opportunity to make a positive contribution to the life of the school e.g. involvement in the School Council (by election), sports leaders, representing school at events, assemblies etc	Increase in diverse pupil participation, confidence and positive identity	Headteacher Senior Leadership Team	On-going	Diversity in membership

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All	Ensure extended school activities such as after-school clubs take into account pupil needs and access issues, and pupils attending reflect the diversity of the school in terms of race, gender, disability and socio-economic status	Increase in pupil participation, confidence and positive identity	Headteacher Senior Leadership Team	On-going Long term reporting	Diversity in membership
Race Equality Duty	Identify, respond and report racist incidents as outlined in the Single Equality Policy. Report the figures to the Governing Body on a long term basis.	Headteacher / Governing Body use the data to assess impact of school's response to incidents	Headteacher -termly reports to governors	Headteacher - termly reports to governors	All staff are aware of, and respond to, racist incidents
Homophobic Bullying	Ensure all staff receive homophobic bullying training. Included as part of induction programme for all new staff appointed. Report the figures on homophobic bullying to the Governing Body on long term basis.	The Headteacher / Governing body will use the data to assess the impact of the school's response to incidents	All staff have received Homophobic bullying training.	Headteacher termly reports to governors	All staff are aware of and respond to homophobic incidents
Homophobic Bullying	Ensure the curriculum promotes different types of families, role models and heroes children positively identify with, and which reflect the school's diversity in terms of race, gender and disability.	Increase in pupils' participation, confidence and achievement levels	Headteacher Subject Leaders	On-going	Pupils are aware of homophobic bullying. Number of incidents of homophobic bullying are few
Extremism	Ensure all staff and governors aware of extremism and how it can affect pupils	Increase in staff awareness and confidence	Headteacher	On-going	All staff are aware of indicators of radicalisation and extremism
Extremism	Protect pupils from extremism views, including religious extremism views by helping pupils have a balanced view and giving coping strategies in dealing with what may be external pressures through assemblies, PHSE lessons	PSHE / RE assessments; pupil discussions	Headteacher Senior Leadership Team	On-going	Pupils encouraged to and feel confident to share views and be tolerant of each other. All staff to monitor content of conversations and identify any areas of concern
Disability Equality Duty	To ensure where possible that the Governing Body and the staff represent the diversity of the school.	Monitor applications as roles become available with the GB	Chair of Governors	On-going	Membership of the Governing Body evolves to reflect the diversity of the school

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Community cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities. Eg Diwali, Chinese New Year, Christmas	PSHE / RE assessments	PSHE and RE subject leaders	On-going	Increased awareness of different communities shown in PSHE / RE assessments
Community cohesion	Promote shared values and awareness of human rights and how to apply and defend them through teaching the pupils about children's rights and responsibilities	Governors to conduct learning conversations with pupils on governor visits.	Governors	On-going annually	Pupils know and understand children's rights and responsibilities

Date of Review: Nov 2018
Date of Next Review: Nov 2021