

Beardall Fields Primary School Equality Action Plan 2021-22

Equality Action Plan Objective 1	Success Criteria		Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
Target: Promote positive attitudes towards people with disabilities	Children understand and respect people with disabilities		Equality working party to monitor progress	Termly meeting of working party with head teacher	Annual reports to governors
Actions	Timelines	Staff responsible	Resources – Time/CPD		Resources - Financial
Plan positive experiences of disability into teaching programme e.g. Louie Braille, signs and symbols	Termly	All staff	Staff meeting/development time Long term curriculum planning		Budget for books
Provide special opportunities, visitors related to disability awareness e.g. guide dogs	Autumn Term	PSHE subject leader	Take part in annual events such as Deaf Awareness Week and One World Week to raise awareness of issues around disability.		Sign Language tutor in assembly - cost
Purchase resources that provide positive images of people with disability.	September onwards	All staff	Visual displays will be reflective of the diversity of our school community with disabled role models promoted positively in lessons, displays and discussions such as circle time.		Budget to be identified for resources
To ensure pupils with a disability are actively involved in school activities eg clubs...	Termly	SLT	Pupils with a disability are participating in extra- curricular activities		
To ensure there is effective transition between classes and schools.		SENDCO Staff	Pupils, parents and staff have opportunities to meet and discuss relevant issues before commencing a new school year		

Objective 2

Equality Action Plan Objective 2	Success Criteria		Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
Target : Promote positive attitudes towards different ethnic minority groups	Children know about and value each other's cultures and religions		Equality working party to monitor progress	Termly meeting of working party with head teacher	Annual reports to governors
Actions	Timelines	Staff responsible	Resources-Time/CPD		Resources-Financial
Ensure the curriculum includes opportunities to understand the issues related to race and equality and promotes positive attitudes.	September onwards	All Staff Curriculum Lead	Curriculum texts focusing on and providing images of different ethnic groups. Ethnic minority role models promoted positively in lessons, displays and discussions such as circle time and class assemblies		Budget for books
Each year group to focus on role models during Black History Month.	October 2021	All staff	High quality resources. Diversity reflected in materials for lessons across all year groups.		Budget for books and classroom resources
Ensure all pupils are given the opportunity to make a positive contribution to the life of the school, eg in school council, class assemblies,	Termly	All Staff SLT	Monitor representation of pupils in school council, good book assemblies etc.		
To ensure that displays in classrooms and corridors promote diversity in terms of race, gender and disability	September onwards	All staff	Visual displays are reflective of the diversity of our school community and society as a whole.		Display resources budget
To monitor and analyse pupil achievement by race and act on any trends or patterns in data that require additional support.	September 2021	SLT	Pupil performance data. Pupil progress meetings.		

To celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities.	September onwards	PSHE RE Curriculum Lead	A programme of assemblies organised and special days celebrated. Visitors from different groups to enhance the curriculum and broaden the children's understanding of the local and global community.	
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Objective 3

Equality Action Plan Objective 2	Success Criteria		Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
Target: To promote gender equality.	Equal numbers of girls and boys will participate in events and achieve nationally.		Equality working party to monitor progress	Termly meeting of working party with Head Teacher	Annual reports to Governors
Actions	Timelines	Staff Responsible	Resources – Time/CPD		Resources – Financial
To ensure opportunities arranged within school have an appropriate balance between girls and boys particularly in sporting events.	Termly	All staff	Clubs are accessible to boys and girls with improved rates of participation in clubs where there is a stereotypical association.		
To monitor and analyse pupil achievement by gender and act on any trends or patterns in data that require additional support.	September 2021 onwards	SLT	Pupil achievement for equality groups above national average, and where there are gaps these are narrowed through effective monitoring and intervention.		
Ensure that the curriculum promotes role models and heroes that children positively identify with.	Termly	SLT All staff	Increase in pupil participation, confidence and positive identity as identified through pupil voice. Pupil's awareness of role models from both genders increases.		

