



Equality Action Plan

2017-18

**Griffin Primary School
EQUALITY ACTION PLAN 2017-18**

Equality Strand	Action	How will the impact of the action be monitored?	Time	Responsibility	Early success indicators
All	Publish and promote the Equality Plan through the school website, newsletter and staff meetings.	Question about parent awareness of Equality Scheme in annual survey?		Head of School/ designated member of staff	Staff are familiar with the principles of the Equality Plan and use them when planning lessons, creating classroom displays. Parents are aware of the Equality Plan
All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability		Head of School/SENco	Analysis of teacher assessments /annual data demonstrates the gap is narrowing for equality groups
All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability	Increase in pupils' participation, confidence and achievement levels		Topic work	Notable increase in participation and confidence of targeted groups
All	Recognise and represent the talents of disabled pupils in More Able, Gifted and Talented programmes,	More Able Gifted and Talented register monitored by race, gender and disability		Member of staff leading on MAG&T	Analysis of the More Able Gifted and Talented register indicates it is changing to reflect the school's diversity

	and ensure representation on the programmes fully reflects the school population in terms of race and gender.				
All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Increase in pupil participation, confidence and positive identity-monitor through PSHCE			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, fund raising etc.	School Council representation monitored by race, gender, disability		Member of staff leading on School Council	More diversity in School Council membership
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 of school/ 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 of school/ Governing Body	Teaching staff are aware of and respond to racist incidents Consistent nil Reporting is challenged by the Governing Body
Gender Equality Duty	Introduce initiative to encourage girls to take up sport outside the curriculum requirements, including offering dance and to make participation	Increased participation of girls in sports clubs and out of school sport activities		P.E. Co-ordinator	More girls take up after-school sports clubs

	rates more reflective of the school population.				
Community Cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Christmas, Chinese New Year.	PSHCE assessments R.E. assessments		PSHCE Co-ordinator R.E. Co-ordinator	Increased awareness of different communities shown in PSHCE/R.E. assessments