



EQUALITY ACTION PLAN 2021-2025

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	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.	Headteacher / Governing Body	Annually in September / October	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.	Curriculum leaders/Class teachers	Ongoing	Increase in participation and confidence of targeted groups.
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 PSHE & RE.	Curriculum leaders/Class teachers/ Headteacher / Governing Body	Ongoing	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), class assemblies, fund raising etc.	School Council representation monitored by race, gender, disability. Records of activities/events	School Council Leader	Ongoing	More diversity in School Council membership.



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Race Equality Duty	Identify, respond and report racist incidents as outlined in the Policy. Report the figures to the Governing body on a termly basis.	The Governing Body will use the data to assess the impact of the school's response to incidents	Headteacher	Reporting termly	Teaching staff are aware of and respond to racist incidents.
Community Cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities and cultures e.g. arts week, whole school RE assembly.	RE activities in class. School Assembly	RE, Music and Art Subject Leaders	Ongoing	Increased awareness of different communities shown in RE lessons and assemblies.