**Newbrough Church of England Primary School**

**EQUALITY PLAN 2017-2018**

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| **Target** | **Action** | **How the impact of the action will be monitored** | **Responsible person(s)** |
| Establish effective systems to communicate the school’s equality duties. | 1. Share the plan with staff 2. Distribute the plan via parentmail to all parents | Include questions relating to the School Equality Plan in the annual survey of parents.  Discussion with pupils during School Council and Pupil Voice conferencing. | Headteacher Governing Body |
| To ensure that all pupils make progress including vulnerable groups and individuals. | 1. Each term, monitor and analyse pupils’ achievement by race, gender and disability (and other relevant vulnerable groups) and act on any trends or patterns in the data that require additional interventions and support. | Analyse assessment data to judge the success of the planned interventions and support. | Headteacher  SENDCO  Assessment Governors |
| The school environment promotes diversity. | 1. By Christmas, ensure that there are positive images of people from different races, genders, of different ethnicity and with disabilities included in displays. 2. Purchase new books for the library, book boxes etc to ensure these reflect a diverse society by April 2018 | 1. Learning walks to ensure that displays reflect our aim of promoting diversity 2. Monitor pupils’ responses to the school environment in pupil surveys (Spring term 2018). | Headteacher  Classteachers  Governors – pupil voice |
| Respond promptly and appropriately to all incidents of racist behaviour, victimisation and harassment. | 1. Share with new staff at a twilight session in Jan 2018 2. Allocate staff meeting time for training on responding to such incidents- Twilight session Jan 2018 | 1. Staff survey- are staff confident at dealing with incidents? 2. Monitor numbers of incidents and report to GB, LA as necessary 3. Ensure new staff have completed Prevent training – links between certain types of language and radicalisation | Headteacher  Governing Body |
| To help our children to understand others and value diversity. | 1. Review PHSE curriculum (Autumn term 2017) 2. Ensure effective PHSE lessons are taught in all classes by end of April 2017 3. Visit places of worship linked to other faiths as appropriate and continue to study other faith traditions through a rich and varied RE curriculum (ongoing) 4. Explore possibility of linking with another, more urban school via email/ video conferencing 5. Mini Police to deliver session on healthy relationships Oct 2017 and display related materials in schools 6. Antibullying week to celebrate the theme of ‘all different, all equal’ Nov 2017 | 1. All staff will know what is to be taught in PHSE in each class- staff survey 2. All staff will have a timetabled PHSE slot- by monitoring of timetables 3. Resources will be available for teaching PHSE- resource audit 4. Children’s attitudes to be monitored via pupil discussions 5. All staff will be familiar with the topics being taught in RE and will be able to integrate these through all relevant classroom learning 6. Assessment will be carried out in RE to ensure children have a growing understanding of the beliefs of other faith groups and a respect for those beliefs/ traditions | All Staff |