

APPENDIX TWO (b)

GAYHURST'S EQUALITY ACTION PLAN (including Accessibility Plan) 2018-2021

Public Sector Equality Duty	Equality Objectives	Actions	How will the impact of the action be monitored?	Who is responsible	Time Frames	Progress commentary
<p>Eliminate discrimination, harassment and victimisation</p>	<p>Ensuring that incidents of bullying and harassment are appropriately dealt with according to Behaviour Policy.</p>	<p>Record any incidents of harassment and bullying according to the school's Behaviour Policy; an analysis will be made of incidence of red cards in terms of SEN, Gender, FSM and EAL.</p>	<p>Phase and SLT Meeting Report to Curriculum Committee</p>	<p>Senior Leadership Team & Dana Hansel – Admin Officer</p>	<p>Termly</p>	
	<p>Ensure that no member of the school community is discriminated on the grounds of any protected characteristic.</p>	<p>Pupil, Parent and Staff Reviews (Questionnaire)</p> <p>Ensure removal of any obstacles and that pupils and parents are targeted and encouraged to participate in events and after school clubs. This includes free breakfast club</p>	<p>Senior Leadership</p> <p>Club listing checked termly</p>	<p>Karen Pedro - Associate Head</p> <p>David Vine – Assistant Head</p> <p>Senior Leadership Team</p>	<p>Yearly</p> <p>On going</p>	

Public Sector Equality Duty	Equality Objectives	Actions	How will the impact of the action be monitored?	Who is responsible	Time Frames	Progress commentary
	Monitor the engagement of FSM /PPG pupils in extra-curricular activities.				On going	
Advance equality of opportunity between different groups	Narrow the gap in attainment (numbers achieving age expected levels) between children who receive Free School Meals and those who do not.	FSM pupils to make accelerated progress and be provided with appropriate interventions	Pupil data analysis of FSM in reading, writing and maths from Year 1 to Year 6	Karen Pedro - Associate Head Lisa Clarke- Inclusion Manager/ Deputy Headteacher	Termly	
	Narrow the gap in attainment (numbers achieving age expected levels) between children who receive a Pupil Premium grant and those who do not.	Specialist teachers to deliver high quality targeted interventions to PPG pupils	Pupil data analysis of PPG from nursery to year 6	Karen Pedro - Associate Head Senior Leadership Team/ Inclusion Team	Termly	
			Review and report to Governors.	Louise Nichols – Executive Head	Termly	

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	<p>Narrow the gap in attainment (numbers achieving age expected levels) between SEN and non-SEN</p> <p>Narrow the gap (numbers achieving age expected levels) between under performing groups and those making good progress. Ensure that recruitment of staff takes into account the diversity of the community served. Ensure fair use of the playground, equipment and participation by all children.</p> <p>Staff Training that highlights and addresses issues of inequalities</p>	<p>Raising Pupil Achievement Meetings. SEN reviews Provision mapping Interventions</p> <p>Monitoring of ethnicity, disability and gender with regards to recruitment, training and promotion. Monitoring visits by SLT to playground to view participation. Training of staff</p> <p>Data analysis Staff Meetings. Raising Pupil Achievement Meetings.</p> <p>Termly Coordinators supported in cohort analysis.</p>	<p>Pupil data analysis of SEN from nursery to year 6</p> <p>SDP Reviews</p> <p>Pupil consultation, assemblies and School council</p>	<p>Karen Pedro - Associate Head/ Lisa Clarke – Deputy Headteacher</p> <p>David Vine – Assistant Head</p> <p>Senior Leadership Team</p>	<p>On going</p> <p>On going</p> <p>Termly</p>	

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			SDP Reviews			
Foster good relations between different groups	<p>Raising Awareness of the Single Equalities Policy</p> <p>To continue to host and attend events which promote and celebrate difference and diversity in community</p>	<p>Publish policy on updated school website, Staff briefing and assemblies.</p> <p>Coordination and planning of whole school events eg International Evening, Dance and Drumming shows</p>	<p>Governing Body</p> <p>Parent Review surveys</p>	<p>Ian Mullaney – Governor for Equality</p> <p>Karen Pedro - Associate Head</p>	<p>Yearly</p> <p>On going</p>	
Accessibility - premises	To ensure that, as far as possible, the physical environment is accessible to all users.	<p>Review accessibility arrangements for pupils, parents, staff and users in the building.</p> <p>Repositioning of classes to accommodate need of disabled pupils where necessary and planned and implemented arrangement of furniture/equipment to</p>	SDP review	<p>Karen Pedro - Associate Head/ Louise Nichols - Executive Head</p> <p>Darren Gregory - Premises Manager</p> <p>Class teachers</p>	On going	

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		<p>support the learning process of all individuals.</p> <p>Improve and maintain signage around school including clear visuals.</p>				
Curriculum	Increase access to the curriculum for pupils with a disability.	<p>Training (including medical) to enable relevant staff to use and support use of specific resources to ensure all pupils are able to access the curriculum.</p> <p>Continue to seek advice and support from specialist teachers (eg Teacher for Deaf children) to improve access for deaf and partially deaf children.</p>	CPD audit and review. PM for all staff.	<p>Karen Pedro - Associate Head</p> <p>SENCo</p>	On going	

This Equality Plan sets out the Equalities Objectives 2018-2021 and is referenced in our school development plan