

APPENDIX TWO (a) EQUALITY ACTION PLAN (including Accessibility Plan) 2021-24

Public Sector Equality Duty	Equality Objectives	Actions	How will the impact of the action be monitored?	Who is responsible	Time Frames
<p>Eliminate discrimination, harassment and victimisation</p>	<p>Ensuring that incidents of bullying and harassment (including sexual harassment) are appropriately dealt with according to Behaviour Policy.</p>	<p>Record any incidents of harassment (including sexual 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</p> <p>Report to Curriculum Committee</p>	<p>Senior Leadership Team & (Deputy) Inclusion Manager</p>	<p>Termly</p>
		<p>Pupil, Parent and Staff Reviews (Questionnaire)</p>	<p>Senior Leadership</p>	<p>Associate Head</p>	<p>Termly</p>
	<p>Ensure that no member of the school community is discriminated on the grounds of any protected characteristic.</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>Club listings checked termly (Breakfast club/Active hour/Other clubs)</p>	<p>Senior Leadership Team and (Deputy) Inclusion Manager</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
	Monitor the engagement of FSM /PPG pupils in extra-curricular activities.			Senior Leadership Team	On going
Advance equality of opportunity between different groups	<p>Narrow the gap in attainment (numbers achieving age expected levels) between children who receive Free School Meals and those who do not.</p> <p>Narrow the gap in attainment (numbers achieving age expected levels) between children who receive a Pupil Premium grant and those who do not.</p>	<p>FSM pupils to make accelerated progress and be provided with appropriate interventions</p> <p>Specialist teachers and other trained staff (Teaching and Learning Associates/Academic mentors/Teaching Assistants) to deliver high quality targeted interventions to PPG pupils</p>	<p>Pupil data analysis of FSM in reading, writing and maths from Year 1 to Year 6</p> <p>Pupil data analysis of PPG from nursery to year 6</p> <p>Review and report to Governors.</p>	<p>Inclusion Manager/SLT</p> <p>Inclusion Manager/Deputy Head/SLT</p> <p>Associate Head</p>	<p>Termly</p> <p>Termly</p> <p>Termly</p>

Public Sector Equality Duty	Equality Objectives	Actions	How will the impact of the action be monitored?	Who is responsible	Time Frames
	Narrow the gap in attainment (numbers achieving age expected levels) between SEND and non-SEND	Raising Pupil Achievement Meetings. SEND reviews Provision mapping Interventions	Pupil data analysis of SEND from nursery to year 6	Senior Leadership Team/ Inclusion Team/SENCO	On going
	Narrow the gap (numbers achieving age expected levels) between under performing groups and those making good progress.		SDP Reviews	Associate Head / Executive Head	On going
	Ensure that SEND children can access the curriculum through Quality First teaching and / or planned adaptations	Subject Leads to develop a subject overview which includes accessibility for SEND children.	Curriculum review meetings. SEND data analysis	Curriculum Lead and subject leads Inclusion Manager/SENCO	On going
	Ensure that recruitment of staff takes into account the diversity of the community served.	Monitoring of ethnicity, disability and gender with regards to recruitment, training and promotion.	Pupil consultation, assemblies and School council		Termly
	Ensure fair use of the playground, equipment				

Public Sector Equality Duty	Equality Objectives	Actions	How will the impact of the action be monitored?	Who is responsible	Time Frames
	<p>and participation by all children.</p> <p>Staff Training that highlights and addresses issues of inequalities</p>	<p>Monitoring visits by SLT to playground to view participation. Training of staff</p> <p>Data analysis Staff Meetings.</p> <p>Unconscious bias training for all staff</p> <p>Supported in cohort analysis.</p>	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>Tolessa Adeba – Governor for Equality</p> <p>Inclusion Team</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.	Review accessibility arrangements for pupils, parents, staff and users in the building.	SDP review	<p>Associate Head and Executive Head</p> <p>Premises Manager</p>	On going

Public Sector Equality Duty	Equality Objectives	Actions	How will the impact of the action be monitored?	Who is responsible	Time Frames
		<p>Repositioning of classes to accommodate need of disabled pupils where necessary and planned and implemented arrangement of furniture/equipment to support the learning process of all individuals.</p> <p>Improve and maintain signage around school including clear visuals.</p>		Class teachers and Inclusion Team	
Curriculum	Develop a curriculum that is representative and relevant to the school community and wider community in Hackney (Decolonising the curriculum)	<p>Remove Black History Month from our special weeks and make a commitment to ensuring that Black History is taught all year round and woven throughout the curriculum.</p> <p>Change the English curriculum and Foundation subjects to ensure these objectives are met.</p>	<p>Analyse units of work</p> <p>Assess impact of changes made</p>	Associate Head and Curriculum lead	On going

Public Sector Equality Duty	Equality Objectives	Actions	How will the impact of the action be monitored?	Who is responsible	Time Frames
	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 and Sight Impaired children) to improve access.</p>	CPD audit and review. PM for all staff.	SENCO	

This Equality Plan sets out the Equalities Objectives 2021-2024 and is referenced in our school development plan