

**St Mary's CIW VA Primary School
Equality Action Plan**

Appendix 1(p1 of 2)

Objective: To improve the health and wellbeing of our pupils.				Year: 2019 – 2021	
Action	Intended Outcome	Involves	Time Scale Complete By	Monitor / Evaluation	Cost/ Resources
Continue to achieve Healthy Schools Standard ensuring diversity is embedded in all activities.	Diversity embedded in school policies and practices.	NB All staff	On-going	Equality statement in each school policy.	-
Extend emotional / social groups to ensure all protected characteristics are covered.	Support for emotional health and wellbeing provided for all pupils.	LP NB	On-going	<i>On-going</i>	-

Objective: To reduce inequalities in educational outcomes to maximise individual potential.				Year: 2019 – 2021	
Action	Intended Outcome	Involves	Time Scale Complete By	Monitor / Evaluation	Cost/ Resources
Use PCPs to identify what is important to the child and how they can be supported.	All pupils identify strengths; what to improve and how they can be supported. Peer support.	LP All staff	On-going annually	PCP's established across school for ALN pupils – extend to all	-
Analyse attainment and progress data against all protected characteristics.	Data supports target setting and SIP. Inequalities are reduced e.g. gender; FSM	NB RH Staff	On-going	On-going each year	-
Analyse uptake of extra-curricular activities for all protected characteristics.	Maximum participation by all pupils. Extra-curricular activities are accessible to all.	Staff	July 2019	Completed –clubs accessed by all who wish	-
Consider diversity when creating IEP's, and reviewing curriculum planning.	ALNCO supports staff to ensure diversity considered when planning for individuals, groups and classes.	Staff LP	On-going	On-going	Supply costs
Review curriculum policies to ensure equality and accessibility is embedded.	School policies and practice ensure equality for all.	NB Gov	On-going	On-going EIA completed on policy documents	-

'Learning and Growing with God by Our side'

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Appendix 1 (p2 of 2)

Objective: To ensure that staff and pupils feel confident to report issues of concern.				Year: 2019 – 2021	
Action	Intended Outcome	Involves	Time Scale Complete By	Monitor / Evaluation	Cost/ Resources
Ensure staff familiarise themselves of all WCBC policies e.g. Dignity at Work, Whistleblowing, Grievance.	As policies are reviewed, ensure staff are aware they are expected to familiarise themselves with content. Display on staff noticeboard. Write Policy.	NB Staff	On-going	Completed –need review September 2019	-
Include specific information on protected characteristics and identity based bullying etc. on school notice board for staff.	Information readily available for staff.	NB	On-going	Completed in line with GDPR	-
School Council to use responses from pupil questionnaire to identify any further actions.	Worry box available for children to raise concerns. Relevant concerns can be action planned accordingly.	RH School Council	On-going	In place in each classroom	-

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ACCESSIBILITY PLAN

Appendix 2

Objective: To ensure our school is accessible, inclusive and welcoming to pupils, parents / guardians, staff and visitors.				Year: 2019 - 2021	
Action	Intended Outcome	Involves	Time Scale Complete By	Monitor / Evaluation	Cost/ Resources
Audit of disabled pupils in school to identify any factors which affect participation / accessibility. Action plan any needs accordingly.	Identify: patterns of attendance; areas of curriculum which are restricted; engagement in extra-curricular activities; areas of school with limited access.	NB	Sept 2016 (annually)	<i>Implemented as and when necessary.</i>	-
Audit of disabled staff and recruitment procedures. Action plan any needs accordingly.	Identify any necessary adjustments to environment or practices.	GB	Sept 2016 (annually)	<i>Implemented as and when necessary.</i>	-
Audit of users to ensure site is accessible for all. Action plan any needs accordingly.	Identify users e.g. parents, other visitors, volunteers, etc. Adjustments to buildings in line with LA plans.	NB Gov	July 2016 (annually)	LA to complete	-
Improve awareness of disability through the curriculum, assemblies and role-models.	Curriculum planning / short term planning. Raise staff awareness when planning assemblies / whole school activities.	Staff	July 2020	On-going	-
Procure services of outside contractor to complete accessibility audit, in-line with Local Authority's advice. <ul style="list-style-type: none"> • Sensory impairments • Toilet, washing and changing facilities • Doorways • Furniture / equipment 	Expertise to complete audit; outcomes to be action planned accordingly. In line with advice from LA to make the school more disability friendly.	NB Gov LA	July 2017	LA Run	Contract costs

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All relevant policies to be equality impact assessed (EIA) in line with policy review schedule.	All policies meet requirements of Equality Act 2010 and the DES. Information is provided in appropriate formats. All information is published.	NB Gov Staff	July 2018	On-going	-
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