

YARDLEY HASTINGS PRIMARY SCHOOL

EQUALITY ACTION PLAN 2021 - 2022

Action	How will the impact of the action be monitored?	Who is responsible for implementing the action?	What are the time frames?	Early success indicators
To publish and promote the Equality Plan through the school website and staff meetings, and share Equality Information and Objectives.	Collate any comments received by staff or parents	Executive Head Teacher	October 2021	Staff are familiar with the principles of the Equality Plan and Information and Objectives, and use them in lesson planning and when creating displays.
To monitor and analyse the pupil achievement by race, gender and disability and act on any trends or patterns in the data that indicate the need for additional support	Termly Pupil Progress meetings	Class teachers Executive Head Teacher Deputy Head Teacher Governors	Termly (3 times per year)	Analysis of teacher assessments and annual data demonstrates that any gap is narrowing for equality groups.
To ensure that all pupils are given the opportunity to make a positive contribution to the life of the school, e.g. Young Leaders, School Councillors	School Council representation monitored by race, gender and disability.	Member of staff leading on School Council	Ongoing	Diversity of the school represented on School Council and through Young Leaders
To identify, respond to and report racist incidents as outlined in the plan. Report figures to Governing Body at each Governors' meeting	The Executive Head teacher and Governing Body will use the data to assess the impact of the school's response to incidents.	Executive Head Teacher Governing Body	Ongoing	Pupils and parents are satisfied with response, and incidents are rare. Staff are aware of and respond appropriately to racist incidents
To carry out an accessibility survey/Health and Safety Audit with Governors and other stakeholders	Data analysed	Executive Head Teacher Executive Business Manager Governing Body	Autumn 2021	School is able to respond to the views of stakeholders and take appropriate actions.
To continually review resources to evaluate if they reflect our diverse society	Governor will analyse areas on audit that may need resources.	Governor Executive Head Teacher	Ongoing	Have purchased resources that reflect diversity and equality