

YARDLEY HASTINGS PRIMARY SCHOOL

EQUALITY ACTION PLAN 2018 - 19

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	Collate any comments received by staff or parents	Headteacher	September 2018 Review annually	Staff are familiar with the principles of the Equality Plan 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.	Achievement data analysed	Classteachers Headteacher Governors	Annual review reported to Governors at Autumn meeting	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.
To identify, respond and report racist incidents as outlined in the plan Report figures to LEA monthly and to the Governing Body termly.	The Headteacher and Governing Body will use the data to assess the impact of the school's response to incidents.	Senior Teacher Headteacher Governing Body	Ongoing	Pupils and parents are satisfied with response. 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	Headteacher Governing Body	November 2017	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 Headteacher	Ongoing	Knowledge of any gaps in equality resources. Purchase necessary resources.

