

APPENDIX TWO (a) KINGSMEAD'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>Ensure that no member of the school community is discriminated on the grounds of any protected characteristic.</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>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>Phase and SLT Meeting</p> <p>Report to Curriculum Committee</p> <p>Senior Leadership</p> <p>Club listing checked termly</p>	<p>Senior Leadership Team & Michelle Miller –Admin Officer</p> <p>Emma de Sausmarez – Parent Support/ Evelyn Deeney - Associate Head</p> <p>Emma de Sausmarez/ Michelle Miller.</p>	<p>Termly</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.			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 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>Ruth Mackintosh - Inclusion Manager/SLT</p> <p>Ruth Mackintosh</p> <p>Evelyn Deeney- Associate Head</p>	<p>Termly</p> <p>Termly</p> <p>Termly</p>	

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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>SDP Reviews</p>	<p>Senior Leadership Team/ Inclusion Team</p> <p>Evelyn Deeney - Associate Head / Louise Nichols – Executive Head</p>	<p>On going</p> <p>On going</p> <p>Termly</p>	

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Foster good relations between different groups	Raising Awareness of the Single Equalities Policy	Publish policy on updated school website, Staff briefing and assemblies.	Governing Body	Ian Mullaney – Governor for Equality	Yearly	
	To continue to host and attend events which promote and celebrate difference and diversity in community	Coordination and planning of whole school events eg International Evening, Dance and Drumming shows	Parent Review surveys	Ruth Mackintosh/ Emma de Sausmarez	On going	
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. 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.	SDP review	Evelyn Deeney - Associate Head / Louise Nichols - Executive Head John Deedy- Premises Manager Class teachers	On going	

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		Improve and maintain signage around school including clear visuals.				
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>Evelyn Deeney</p> <p>SENCo</p>	On going	

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