

SUMMERFIELDS PRIMARY SCHOOL
EQUALITIES POLICY ACTION PLAN
(Including Equalities Information and Objectives)

Having referred to and analysed our equality information, we have set ourselves the following objectives/action plan:-

Equality Strand	Action	How will the impact of the action be monitored?	Responsible Person(s)	Timescale	Early Success Indicators
All	Publish and promote the Equality Action Plan through the school website, newsletter and staff meetings	Question about parent awareness of Equity Policy and Action Plan in annual survey	Head Teacher Senior Leadership Team	Approve by Governors at first Curriculum governors meeting in Summer term. Draft to be uploaded to website	Staff are familiar with the principles of the Equality Action Plan and use them when planning lessons, creating class room displays. Parents are aware of the Equality Action Plan
All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability	Increase in pupils' participation, confidence and achievement levels	Head Teacher Subject Leaders	On-going as new national curriculum is embedded	Notable increase in participation and confidence of targeted groups
All	Promote spiritual, moral, social and cultural development through assemblies with reference to equality and diversity	Assembly planning file PSHE/RE assemblies	Head Teacher	On-going	School community will be aware of and tolerant towards others' culture, religion, race, life choices and disability
Equality Strand	Action	How will the impact of the action be monitored?	Responsible Person(s)	Timescale	Early Success Indicators
All	Ensure displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity wherever possible	Increase in pupil participation, confidence and positive identity - monitor through PSHE	Head Teacher Subject Leaders	Reviewed termly by SLT and Subject Leaders	Diversity reflected in school displays across all year groups
All	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school eg through involvement in the Pupil Council (by election), play leaders, representing the school at events, class assemblies, fundraising etc	Increase in diverse pupil participation, confidence and positive identity	Head Teacher Senior Leadership Team	On-going	Diversity in membership
All	Ensure extended school activities such as after-school activity clubs take into account pupil needs and access issues and pupils attending reflect the diversity of the school population in terms of race, gender, disability and socio-economic status	Increase in pupil participation, confidence and positive identity	Head Teacher Senior Leadership Team	On-going Termly report	Diversity in membership
Race Equality Duty	Identify, respond and report racist incidents as outlined in the Single Equality Policy, Report the figures to the Governing body on a termly basis	The Head Teacher/Governing body will use the data to assess the impact of the school's response to incidents ie have whole school/year group approaches led to a	Head Teacher/ Governing Body	Head Teacher to termly report to governors	All staff are aware of and respond to racist incidents Consistent nil reporting is

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		decrease in incidents, can repeat perpetrators be identified, are pupils and parents satisfied with the response?			challenged by the Governing Body
Homophobic Bullying	Ensure all staff receive homophobic bullying training. Identify, respond and report homophobic incidents (language and bullying) as outlined in the Single Equality Policy. Report the figures to the Governing Body on a termly basis	The Head Teacher/ Governing body will use the data to assess the impact of the school's response to incidents ie have whole school/year group approaches led to a decrease in incidents, can repeat perpetrators be identified, are pupils and parents satisfied with the response?	Head Teacher Governing Body	All staff have received Homophobic bullying training; new staff as they arrive in the school to receive training Head Teacher termly reports to Governors	All staff are aware of and respond to homophobic incidents; staff are confident to tackle incidents of homophobic language and bullying Consistent nil reporting is challenged BY the Governing Body
Homophobic Bullying	Ensure that the curriculum promotes different types of families; prevent homophobic language and bullying role models and heroes that young people positively identify with, which reflects school's diversity in terms of race, gender and disability	Increase in pupils' participation, confidence and achievement levels	Head Teacher Subject Leaders	Review Spring 2018	Pupils are aware of homophobic bullying Number of incidents of homophobic bullying are few
Extremism	Ensure all staff and governors are aware of extremism and radicalization and how it can affect pupils Ensure PREVENT training for new staff	Increase in staff awareness and confidence	Head Teacher	Policy to be reviewed	All staff are aware of indicators of radicalisation and extremism and follow the policy when issues arise. Staff feel confident
Extremism	Protect pupils from extremism views, including religious extremism views by helping pupils to have a balanced view as well as giving them coping strategies in dealing with what may be external pressures (see Extremism Policy)- assemblies, PHSE lessons	PSHE/RE assessments; pupil discussions	Head Teacher Senior Leadership Team	On-going	Pupils encouraged to and feel confident to share views and be tolerant of each other. All staff to monitor content of conversations and identify any areas of concern.
Community cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities eg Diwali, Chinese New Year, Christmas	PSHE/RE assessments	PSHE and RE assessments	On-going	Increased awareness of different communities shown in PSHE/RE assessments
Community cohesion	Promote shared values and awareness of human rights and how to apply and defend them through teaching the pupils about Children's Rights and Responsibilities	Governors will conduct learning conversations with pupils	Head Teacher	Head Teacher - assemblies; governing learning conversation On-going annually Autumn 2017	Pupils know and understand Children's Rights and Responsibilities