



Equality and Diversity Action 2017-2018

Impact of Actions

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Action	Monitoring impact of action	Person Responsible	Timescale	Success Indicators	September 2017
Continue to promote the Equality Action Plan through the new style newsletters, Twitter and staff meetings. Remind staff as part of Training Day in September	Question about parent awareness of Equality Policy and Action Plan at Parents Evenings / Parent Voice survey	Principal SLT EAB	Autumn term 2017	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	<ul style="list-style-type: none"> Parents directed towards website for awareness of the Equality Plan Staff are familiar with the principals of equality and use when planning lessons.
Monitor and analyse pupil progress and attainment by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Data analysed by race, gender and disability. Reports termly to EAB	Principal SLT EAB	Data analysed half termly	Analysis of teacher assessments / annual data demonstrates no significant difference between groups	<ul style="list-style-type: none"> ADP indicates areas for development in boy/girl differences and action plan. Focus on boys reading and writing for 2017-18
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	Principal Subject leaders	On-going as new national curriculum is embedded	Notable increase in participation and confidence of targeted groups – especially travellers and boys reading/writing	<ul style="list-style-type: none"> Malcolm Wilson involved in academy championing traveller education and supporting staff.
Develop the use of ipads, Project X reading books and Bug Club to engage boys in reading and writing	Narrowing the gap / parity between boys and girls attainment	English subject leader SLT Principal	Data analysed half termly	Analysis of teacher assessments / annual data demonstrates no significant difference between groups	<ul style="list-style-type: none"> Project x books, Bug Club purchased / staff training on use of ipads in reading on 27th September 2017
Promote spiritual, moral, social and cultural development through assemblies with reference to equality and diversity.	Assembly planning file PSHE/RE assessments British Values display	PHSE subject leader Principal SLT	Ongoing	School community will be aware of and tolerant towards others' culture, religion, race, life choices and diversity	<ul style="list-style-type: none"> Autumn term assemblies 2017 based around 'Assemblies for a Just World' Gordon Lamont Shoebox Appeal Assembly 25.9.17 Children taken part in Multi Faith Service at Buddhist Retreat –September 2017 Invictus Games assembly Sept 2017
Principal and Vice Principal to train as trainers to promote WRAP within HWPS and in other local schools	Home office feedback forms	Principal Vice Principal	Training 12.6.17	Staff are aware of the signs of any kind of	<ul style="list-style-type: none"> Principal and Vice Principal Home Office



				radicalisation or racial diversity	Certified training completed
Continue to ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity-especially in light of the make-up of our community	Increase in pupil participation, confidence and positive identity – monitor through PSHE	SLT Subject leaders	Reviewed termly by SLT and subject leaders	Diversity reflected in school displays across all year groups	<ul style="list-style-type: none"> Sept Monitoring of displays for equality and diversity – see monitoring file.
Monitor our aim to ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council (by election), play leaders, representing the school at events.	Increase in diverse pupil participation, confidence and positive identity	Principal SLT	Ongoing	Diversity in membership – boys/girls	<ul style="list-style-type: none"> School council – 5 boys and 10 girls voted on by children Girls football event 27.9.17 12 boys and 12 girls playground leaders