

Equality and Diversity Action Plan 2020-2021					Impact of Actions
Action	Monitoring impact of action	Person Responsible	Timescale	Success Indicators	September 2021
Ensure that the new curriculum for 2020-2021 promotes role models and heroes that young people positively identify with, which reflects increasing 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 Fairground community and boys reading/writing	
SLT to monitor and analyse pupil progress and attainment. Particular focus on raising the attainment of SEN children for 2020-2021 by monitoring the graduated support plan system and ensuring all referrals are followed up promptly Report termly to AAB	Data analysed with – particular focus on SEN children for 2020-2021. Reports termly to AAB	Principal SLT AAB	Data analysed termly	Analysis of teacher assessments / annual data demonstrates SEN data in line with national data for SEN children Gap narrowing between SEN children and those without SEN SEN children aspiring to achieve to the best of their ability	
Work with children from other countries and cultures on a shared understanding of climate change and sustainability to compensate for our lack of diversity in the make-up of school community	Increase in pupil participation, confidence and positive identity – monitor through PSHE	Principal SLT AAB	Application to work with local secondary, primary school in Wales and 3 Ugandan schools (Connecting	Children able to verbalise the similarities and differences between their school and those in Uganda and Wales Children work as a team to achieve completion of the projects with	

			Classrooms) in October	children of different ages, race and culture	
Ensure new Relationship curriculum teaches children to respect all relationships including LBGTQ	SLT to ensure scheme of work for Relationships in each class in following including exploration of LBGTQ relationships	Principal SLT AAB	On-going as new Relationships curriculum is embedded	Relationships curriculum embedded in all classes. Staff confident and happy to teach new curriculum. Pupil can verbalise what a healthy relationship looks like	
Continue to embed Fairground Week as a way of celebrating fairground culture and heroes . Introduce Gypsy, Roma, Traveller week in assembly	Fairground Week held in June 2021 Assembly Planning shows GRT week in Summer Term	Principal Subject leaders	June 2021	Notable increase in participation and confidence of targeted groups – especially Fairground community and travellers	
Further develop the use of oracy/ debate to broaden boys vocabulary and structure writer's voice engage boys in reading and writing.	Continue to narrow the gap / parity between boys and girls attainment	English subject leader SLT Principal	Data analysed termly	Analysis of teacher assessments / annual data demonstrates narrowing of gap between boys/girls attainment in reading and writing	
Use male role-models to encourage boys reading – focus on KS1	Continue to narrow the gap / parity between boys and girls attainment	English subject leader SLT Principal	Data analysed termly	A male author visits the school Male role-models visit to promote boys' reading	
Further increase girls' involvement in physical activity/ sport –through PE	Number of girls increasing physical activity on Sports Academy monitoring Enter Race for Life to encourage girls to run	Xcite coaching PE co-ordinator Principal	Monitored half termly	Percentage of girls taking part in physical activity monitored half termly by PE co-ordinator and Xcite coach	

<p>Continue to ensure that displays in classrooms and corridors promote increasing diversity in terms of race, gender and ethnicity to compensate for our lack of diversity in the make-up of school community</p>	<p>Increase in pupil participation, confidence and positive identity – monitor through PSHE</p>	<p>SLT Subject leaders</p>	<p>Reviewed termly by SLT and subject leaders</p>	<p>Diversity reflected in school displays across all year groups</p>	
<p>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.</p>	<p>Increase in diverse pupil participation, confidence and positive identity</p>	<p>Principal SLT</p>	<p>Ongoing</p>	<p>Diversity in membership – boys/girls</p>	