

## Firle CEP School Equalities Plan 2018-2021

Subject: Equalities						
Academic year: 2018-21		Review dates: February 2021				
Objectives: <ul style="list-style-type: none"><li>To eliminate discrimination, harassment and victimisation.</li><li>To promote equality of access and opportunity within our school and within our wider community.</li></ul> To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins						
Target	Actions to address key issues	Target group	Timescale	Key Indicators	Monitoring	Evaluation
Ensure all stakeholders are aware of equality action plan priorities.	Publish and promote the Equality Plan through the school website, newsletter and staff meetings.	All stakeholders	February 2018 onwards	Staff familiar with the aims of the Equality Plan and use them when planning lessons & assemblies and creating class room displays.  Parents are aware of the Equality Action Plan	SLT Subject Leads	Annual report to Governors  Review plan February 2021  Question about parent awareness of Equality Policy and Action Plan in Parent Voice survey
Ensure <b>all</b> pupils achieve age-related outcomes	Monitor and analyse pupil progress and attainment by race, gender and disability and use data to identify and implement additional support for pupils.	All groups listed including vulnerable PPG, LAC, EAL, SEND	February 2018 onwards-focus termly data drops	Pupil achievement for target groups in line with national average as minimum	SLT	Annual report to Governors  Review plan February 2021  LA/National standards
To ensure curriculum promotes & reflects diversity in terms of race, gender and disability	As part of curriculum review Subject Leads and teachers promote role models that children can positively	All pupils	February 2018 onwards	Pupils will appreciate the diversity of our world and be able to talk about and understand different cultures and beliefs.	SLT Subject Leads	Annual report to Governors  Review plan February 2021

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	identify and also diversity in race, gender and disability.			The planned curriculum represents national and global community learning opportunities.		Pupil Voice questionnaire & School Council
To ensure school community aware of and tolerant towards others' culture, religion, race, life choices and disability	<p>Promote spiritual, moral, social and cultural development through assemblies with reference to equality and diversity</p> <p>Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Chinese New Year, Christmas</p>	All pupils	February 2018 onwards	<p>Curriculum planning, pupils' books, displays and learning environment and assembly records will show SMSC and celebration of cultural events embedded across the school.</p> <p>Children will be aware of and tolerant towards others' culture, religion, race, life choices and disability.</p>	SLT PSHE & RE Subject Leads	<p>Annual report to Governors</p> <p>Review plan February 2021</p> <p>Pupil Voice questionnaire &amp; School Council</p>
Pupils are encouraged to make a positive contribution to the life of the school community	Actively promote and recruit vulnerable groups of pupils or individuals to participate in the school council, assemblies, fund raising activities, presentations and other extra-curricular activities.	All pupils	February 2018 onwards	Analysis of participation rates will show different groups of children are represented.	SLT	<p>Annual report to Governors</p> <p>Review plan February 2021</p> <p>Pupil Voice questionnaire &amp; School Council</p>
To respond promptly and appropriately to all incidents of prejudiced based incidents/behaviour.	Ensure that the policies & procedures for dealing with these incidents are established and understood and that staff and pupils are	All pupils	February 2018 onwards	Data used to assess the impact of the school's response to incidents i.e. have whole school / year group approaches led to a decrease in incidents, can	SLT	<p>Annual report to Governors</p> <p>Review plan February 2021</p>

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	<p>clear about their responsibilities.</p> <p>Report any incidents/behaviour/trends to the Governing Body and Local Authority.</p>			<p>repeat perpetrators be identified, are pupils and parents satisfied with the response?</p>		<p>Question about parent satisfaction with response in Parent Voice survey</p> <p>Pupil Voice questionnaire &amp; School Council</p>
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